

Equality, Diversity, Cohesion and Integration Screening



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate Environment & Housing	Service area: Parks & Countryside
Lead person: Joanne Clough	Contact number: 3786002

1. Title: Temple Newsam Golf Course Reconfiguration

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

2. Please provide a brief description of what you are screening

The reconfiguration of Temple Newsam Golf Course from 36 holes to 27 and redirect resources to help improve the quality of the remaining holes in the hope that this will increase golf participation. Any remaining land from the course reconfiguration would then be brought back into the natural habitat of Temple Newsam estate.

The proposal to increase golf charges by 3% in line with the Council's budgeted target for 2017/18.

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3. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation. Also those areas that impact on or relate to equality: tackling poverty and improving health and well-being.

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?	x	
Have there been or likely to be any public concerns about the policy or proposal?	x	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		x
Could the proposal affect our workforce or employment practices?		x
Does the proposal involve or will it have an impact on <ul style="list-style-type: none">• Eliminating unlawful discrimination, victimisation and harassment• Advancing equality of opportunity• Fostering good relations		x

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.

Please provide specific details for all three areas below (use the prompts for guidance).

- **How have you considered equality, diversity, cohesion and integration?** (think about the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

In 2011 there was anecdotal evidence that there is an under-representation from younger players particularly the age range 18-25 who are not accessing the Council's municipal golf facilities. A golf survey was undertaken during 2012 and 170 people responded. These results showed that out of the 50% of those who responded were aged over 50yrs. It also showed that over 60% of those who play golf did so in groups ranging between 2 and 4 people.

- **Key findings** (think about any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

The 2012 survey results have enabled the service to establish a benchmark for this data. From the 159 who answered this question of ethnic origin, 90% were of white origin. The results also indicated that there was an overwhelming majority of male golfers across all golf locations.

- **Actions** (think about how you will promote positive impact and remove/ reduce negative impact)

As part of the various promotional offers, the service has continued to arrange special group offers to encourage more diversity amongst golf players to try and bridge the gap the survey results identified. Each year a price comparison with other similar courses is undertaken in preparation to set the new pricing structure.

Working in close liaison with Temple Newsam Golf Club, the Council wants to encourage more golf participation with a focus on under represented groups which include, BME communities, ladies, youth and seniors.

The proposal to reconfigure the course will make provision for those who would welcome a less challenging course option that will enable them to enjoy this sport for longer in life and is also more likely to encourage those who are new into the sport to use this as an introduction before embarking on the more challenging course for the more experienced golf players.

Offering a wider choice of ticket option will hope to encourage more golf participation. Season ticket holders may play an unlimited number of rounds across two golf locations. This represents value for money for those who play golf on a regular basis. For those who do not wish to play as regularly, have the option of purchasing a green fee for each round of golf that they play. The introduction of occasional promotional offers throughout the golfing season on the green fees, will hope to encourage more golf participation.

Making the hire of equipment more accessible by actively promoting this, will also hope to encourage those new to the sport to participate.

5. If you are **not already considering the impact on equality, diversity, cohesion and integration you **will need to carry out an impact assessment.****

Date to scope and plan your impact assessment:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Joanne Clough	Trading & Operational Support Manager	17/03/17
Date screening completed		17/03/17

7. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality screening should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality screenings that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached screening was sent:	
For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent:17/03/17