

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 and Communities	Service area: Parks and Countryside
Lead person: Tony Stringwell	Contact number: 01133788167

1. Title: Lotherton Hall Bird Garden – Retail/Education Unit

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

Supply and installation of a bespoke timber retail/education unit in the newly developed Wildlife World @ Lotherton Hall.

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

Supply and installation of a bespoke timber retail/education unit at the entrance of the newly developed Wildlife World @ Lotherton Hall Bird Garden.

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)

Due consideration has been given to the needs of minority groups, as required under equality legislation, in the formation of the design to this point. Consideration has been given to ensuring that the attraction is developed in a manner that improves the visibility of enclosures and will include proposals to update and enhance onsite interpretation.

One of the key aspects of the whole redevelopment works on site is to make the Bird Garden (now, Wildlife World) more appealing and more accessible. In turn we hope that this will entice more visitors, from a wide range of audiences, to visit the attraction.

Currently visitors enter through a side gate that was initially used for staff vehicle access

onto the site. Pathways in this area have become worn underfoot and there is no real signpost as to this being the entrance. Accessibility to the site at present is therefore relatively poor and requires improvement. In line with a general need to redevelop the bird garden and bring it to life, the accessibility of the attraction has been included as part of the works – in order to make accessible to all.

The retail/education unit will form part of the new entrance on to site and is therefore part of the immersive experience that the site provides for visitors. With this in mind, it has been designed in a way that caters for all audiences, and will ultimately enhance a much smoother transition into the attraction from the estate – acting as a signpost for the entrance.

- **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 new retail unit will be adjoined by a brand new DDA compliant boardwalk feature which leads you from the general estate through the first element of the bird garden and ultimately into the shop. The gradient of this boardwalk and adjoining unit complies with all standards in terms of meeting equality standards for disabled access, and also allows all visitors to safely and securely enjoy their entrance into the bird garden.

Underfoot, the boardwalk and shop area will be fitted with non-slip materials, and there is also a management plan set up on site to maintain these areas in order to maintain safe access for all throughout the year, regardless of weather conditions. This is in contrast to the current side entrance; these current gravel paths leading into the bird garden can make it difficult to manoeuvre pushchairs, wheelchairs etc into the attraction. The new entrance will therefore provide a safer environment for the people wanting to enter the attraction in this way.

Any informative material within the retail/education unit has all been designed with accessibility in mind, following LCC and BIAZA guidelines on typeface, colour, etc. This will ensure that information displayed within the unit is easy to understand, read, and access.

Through walking through the retail/education unit, we believe that visitors will also have a much more immersive experience within the bird garden. Viewing windows (ceiling to floor length) will allow all visitors to look into some of the enclosures on site and have a sneak peak of the animals before they have even fully transitioned into the main site.

- **Actions**

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

Given that Lotherton Hall Estate is a busy popular attraction, the changes and improvements proposed at this site should result in a positive impact on a significant number of people which will inevitably include a range of different users and equality characteristics.

Moving forward, LCC will continue to facilitate the safe maintenance of the retail/education unit and its contents in order to enhance the accessibility to a variety of users on site.

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:	
Date to complete your impact assessment	
Lead person for your impact assessment (Include name and job title)	

6. Governance, ownership and approval

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

Name	Job title	Date
Daisy McMurdo	Contract Officer	18/08/2017
Date screening completed 18/08/2017		

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: