

# 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.

<b>Directorate: Environment and Communities</b>	<b>Service area: Parks and Countryside</b>
<b>Lead person: Tony Stringwell</b>	<b>Contact number: 01133788167</b>

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

Is this a:

Strategy / Policy

Service / Function

Other

### If other, please specify

Rebrand of Lotherton Hall Estate, and consequently the design, print, and installation of site signage

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

The rebrand of the estate brand at Lotherton Hall & Lotherton Hall Bird Garden as it is redeveloped into “Wildlife World”, and consequently the design, print and installation of site signage.

## 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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>	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 entire redevelopment of site 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 consequently updates and enhances the educational material available on site.

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. A new rebrand, will ultimately work to entice new visitors, as well as provide a refresh of the site

for our repeat visitors.

Designers were advised of LCC and BIAZA guidelines in regards to educational material and signage before producing a design concept. These guidelines ensure that signage is fit for purpose and easily accessed by a diverse range of individuals.

Educational information provided in the signage has been worked on by various members of the project team to make it as informative as possible, whilst also remaining comprehensive for all ages and abilities.

- **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)

All signage designed for the estate has all been created 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 for all.

Sensible location and installation of signage has also been considered in terms of the height of signs and the distance in which they are readable from.

- **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 and updates of the educational material and signage provided in order to enhance the educational experience for visitors 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
D McMurdo	Project Support Officer	06/09/2017
<b>Date screening completed</b> 06/09/2017		

## 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](mailto: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 <b>Governance Services</b>	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: