

# 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 or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

<b>Directorate:</b> Communities and Environment	<b>Service area:</b> Parks and Countryside
<b>Lead person:</b> Daisy McMurdo	<b>Contact number:</b> 0113 3788909

**1. Title:** Waiver of CPR for the direct decision to appoint specific trail build contractors to work on the site of Leeds Urban Bike Park

Is this a:

**Strategy / Policy**

**Service / Function**

**Other**

**If other, please specify**

Waiver of contract procedure rules

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

The decision to waiver contract procedure rules and, moving forward, to engage with specialist contractors towards the imminent delivery of Phase 1, Leeds Urban Bike Park at Middleton Park.

**3. Relevance to equality, diversity, cohesion and integration**

All the council's strategies and policies, service and functions affect service users, employees or the wider community – city wide or more local. These will also have a greater or 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)

The park has been designed to incorporate graded trails (green, red, blue) which enables individuals to choose a route suited to their cycling ability. These graded features will cater for beginners, through to expert level. Routes will be signposted in order to maintain a high level of health and safety throughout the park.

Throughout the planning process, LCC has engaged with not-for-profit organisation Cycle Pathways who have gained a good understanding of cyclist profiles in the Leeds City Region. Their development activities on site have been tailored around this, ensuring that the local community is engaged, as well as targeting under-represented groups.

- **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)

Under-represented groups have responded well to activities that have been used to build momentum for cycling in the local area. This includes a female-only ride and run group which operates out of the hub building.

Some features of the park will be able to be used by disabled access bikes. The hub building will ultimately have the capacity to have disability access bikes on offer.

- **Actions**

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

Overall, the completion of the Bike Park will enable LCC to meet the increasing demand for cycling infrastructure in the Leeds City Region. The ambitious plans to build the bike park infrastructure at Middleton Park will lead to an improved visitor experience for all, and enhance the development of activities targeted at underrepresented groups in the sport. It is hoped that the development will increase the capacity of the park to facilitate such activity and in turn that increase visitor numbers, as well as the increasing the variety of individuals that use the facility.

Not only will the development of the park enhance the quality of disused (for any formal activity) area of green space for the Leeds City Region, it will also provide a visitor pull to the park from a wider regional audience. It is hoped that the success of sporting activity catering for a wider range of individuals.

Cycling infrastructure is something that has been in high demand in the Middleton ward area, and as a result there have been various cycling/mountain bike enthusiasts whom have created trails in the woods already. These trails are not condoned by LCC or any official cycling bodies. LCC's offer of a brand new Bike Park, created by professionals, aims to positively respond to attempts to create cycling infrastructure on site already through providing a safe, fun environment for a variety of different abilities to ride in.

**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
Tony Stringwell	Senior Project Officer	13/11/2017

<b>Date screening completed</b>		13/11/2017

## 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: