

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: Communities & Environment	Service area: Parks and Countryside
Lead person: Tony Stringwell	Contact number: 0113 3957437

1. Title: Parks and Countryside Attractions Development Plan

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

In October a report was taken to Executive Board seeking permission to develop more detailed design proposals at the following sites with the following objectives;

- Tropical World: the principal aim of the next phase of development proposed at Tropical World will be to present a coherent, coordinated and visually stunning series of redevelopments that can be rolled out to the different 'zones' of Tropical World that builds upon the work already undertaken.
- To develop an aerial adventure course, in the form of a concession arrangement with an established existing provider, with the aim and objective of broadening even further Roundhay Park's appeal to families and residents within Leeds and the City region.
- Lotherton Hall Bird Garden: undertake a renovation of the bird garden that will transform the area into a modern, engaging and exciting visitor attraction that will facilitate the presentation of a much more diverse collection of animals including penguins.

- Home Farm: the aspiration is to refresh and refocus the appeal of Home Farm at Temple Newsam via the development of a bespoke indoor play facility with integral café and retail space.

Following on from the above, a further report has been drafted requesting the injection with authority to spend of funding that will allow for the development of an indoor retail and information point at Lotherton Hall Wildlife World..

The Lotherton Estate is principally made up of Lotherton Bird Garden (now Wildlife World), the House, on site retail, a café, estate gardens and a play area. Entry to each aspect of the estate is via a single tickets point of entry. A recent Museums and Galleries commissioned survey into a number of visitor attractions provided some excellent visitor insight for Lotherton Estate with the salient observations highlighted below;

- 50% of visitors to the attraction are likely to have children with the majority aged between 0-11,
- 49% are likely to visit in parties of 4 or more,
- The average time spent on site by visitors is 3 hours,
- 70% of people visiting the site are likely to be repeat visitors,
- 68% of visitors to the estate are likely to visit the Bird Garden,
- The Bird Garden and estate grounds are the most enjoyed aspect of the attraction.

In October 2016 Executive Board supported a proposal for continued investment within its visitor attractions in order to enhance visitor numbers further and generate revenue to improve sustainability. This included plans to develop and enhance the bird garden at Lotherton Hall by investing £1.2m into an improved visitor attraction, with the objective of increasing visitor numbers by 72,000 per annum, which represents an increase of 40% from present figures.

Based on an assessment of present usage data; it is considered that any improvements to Wildlife World are likely to appeal directly to the attractions primary audience. Extensive consultation has been undertaken on the attraction, specifically to gain a better understanding of what is liked, what could be improved, and how best to do so.

It is acknowledged that improvement and investment in on site facilities and displays is very much needed. Informed by this insight and in acknowledgment of the need for improvement, the service has developed a comprehensive proposal for the renovation of the former bird garden site to transform the area into a modern, engaging and exciting visitor attraction that will facilitate the presentation of a more diverse collection of animals. The objective of this development will be to firstly modernise and enhance the attraction in order to sustain visitor numbers in the long term and equally grow the audience for the estate.

The development will be broken down to a series of phases, with the attraction itself being partitioned into a number of distinct areas. This report relates specifically to the completion of phase 1 which in it's entirety includes the development of a Coastal Zone, enhancement of the Forests and the establishment of a retail and information point. This report focuses specifically on the development of an indoor retail and

information point.

The new retail and information point at Lotherton Hall Wildlife World will provide a more appealing and secure entrance/exit to the attraction, and will involve the development of a new indoor space. This space will provide the opportunity for improved visitor experience through increasing information, education and viewing points. As a result, Leeds City Council hopes to increase visitor dwell time, and secondary spend on site, feeding back into the business attraction plan.

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 and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

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)

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

Elements of the proposals developed to this point have benefitted from a series of different consultations using online and face to face questionnaires, ongoing conversations with existing users on site and via social media feedback. This insight and the information generated from it have informed the conceptual design process to this point. This has been supplemented by undertaking due diligence in considering existing examples of best practice as well as applying an evidence based approach to inform the design and decision which is based on an understanding of information relating to the user demographic.

We are not of the view that there are any gaps in our understanding about our users and how they access Lotherton Hall.

• **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)

It is clear that there is scope for improvement at Lotherton Hall. The opportunity to revitalise existing exhibits including each areas content, theming and interpretation will result in a significant improvement in the educational value at each site along with the opportunity to promote conservation. In addition, the introduction of further concessions at Lotherton Hall and the adoption of a proactive approach in encouraging further visitors will provide increased opportunities to be physically active. Furthermore the work proposed will provide an improved offer that will appeal to a broader demographic and the outdoor recreation value of the estate.

Investment on this level provides an opportunity to address any existing physical barriers to access and provide more contemporary facilities with expanded non restricted viewing. Furthermore, the proposals include the improvement of paths, entrances, and exits in terms of both surfacing and gradient that will address existing barriers to access within the bird garden.

Potential negative impacts, are for the most part associated with any barriers to access that may occur following an increase in the price of access and which may have the impact of reducing the affordability of attractions to low income families and individuals.

Whilst it's likely that price increase in the cost of admission will occur at LCC controlled attractions, the process of implementing any price increase will be the subject of a separate and subsequent decision and will therefore be screened accordingly at that time.

- **Actions**

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

Any agreement or development proposed as part the recommendations within this report will seek to ensure that Lotherton hall once developed will remain financially accessible by ensuring existing concessionary discounts remain in place.

Implement path improvements subject to scheme approval.

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
Sean Flesher	Chief Officer Parks and Countryside	29/03/17

7. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screenings should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed	25/01/18
If relates to a Key Decision - date sent to Corporate Governance	

Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	
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