

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 Neighbourhoods	Service area: Parks and Countryside
Lead person: Tony Stringwell	Contact number: 0113 3957400

1. Title: Tropical World Refurbishment Project

Is this a:

Strategy /Policy

Service / Function

Other

If other, please specify

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

In 2012 Leeds City Council received confirmation that the Ziff family would like to extend their long standing patronage of Tropical World with another generous donation towards enhancing visitor facilities.

Conceptual design drawings have been prepared outlining the following improvements:

- The relocation of the existing crocodiles to a new walk over enclosure.
- Refurbishment of the existing aquarium area with the addition of a new walk through aquarium.
- Major renovation of the nocturnal enclosure.
- A redesigned and refreshed visitor entrance including extending the café into the heart of Tropical World, and a new children’s zone.
- New educational and interpretation information.

- New toilet block.

These have been subject to a consultation exercise and the proposals have been positively received. Funding has been identified to deliver these objectives.

This Equality, Diversity, Cohesion and Integration Screening form will review the proposed refurbishment of facilities & visitor attractions at Tropical World.

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?	Yes	
Have there been or likely to be any public concerns about the policy or proposal?		No
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		No
Could the proposal affect our workforce or employment practices?		No
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 		No

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)

Tropical World is an integrated element of the Roundhay Park Estate which underwent a full Equality, Diversity, Cohesion and Integration Assessment in March 2012. This initial EDCI assessed the following;

Review of facilities and infrastructure at Roundhay Park, as detailed below:-

- Landscape improvements, including pathways, access, furniture, planting and bedding
- Maintenance of public facilities – Tropical World, Explorers Café and Visitor Centre
- Provision of information – Park signage, notice boards, leaflets, LCC intranet
- Provision at events held in the Park
- Exhibition gardens

As identified in the the Roundhay Park Estate EDCI, Tropical World is mostly compliant with DDA regulations and meets all the requirements of BIAZA (British and Irish Association of Zoos and Aquariums) and has regular visits from Leeds City Council's Environment Section and local vets, to ensure standards are met. Improvements to the visitor experience are constantly reviewed and updated. In terms of gaps in the EDCI assessment for the whole estate, it was identified that Tropical World is DDA compliant but there are built environment barriers that require addressing which includes the provision of an accessible entrance and exit doors and also accessible toilet facilities.

Funding has been identified to refurbish and reinvigorate the attraction and conceptual design drawings have been prepared outlining the following improvements:

- The relocation of the existing crocodiles to a new walk over enclosure.
- Refurbishment of the existing aquarium area with the addition of a new walk through aquarium.
- Major renovation of the nocturnal enclosure.
- A redesigned and refreshed visitor entrance with improved access including extending the café into the heart of Tropical World, and a new children's zone.
- New educational and interpretation information.
- New toilet block.

As is evident from the above proposed list of works, significant improvements are planned for the visitor facility which will address existing EDCI issues.

- **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)

In order to gain a broad range of views on the existing facilities at Tropical World, and gauge opinion on the concept design proposals, the service sought to engage directly with visitors and undertook a consultation exercise. This included web based consultation via Talking Point, and two separate consultation events, one within Tropical World and the other in the Roundhay Park visitor centre. The outcome of this process has been the collation of valuable feedback in both qualitative and quantitative form. The salient points from that consultation are highlighted below:

- 84% of people surveyed felt the range of visitor facilities that are available are 'good' or 'very good'.
- 66% rate the facilities and or services that are provided for children and their parents positively and 31% regarded them as 'fair'.
- 67% of people surveyed felt that they could identify areas for improvement that would encourage them to use Tropical World more often, or stay for longer.
- 98 % of people surveyed said that they support the proposals for improvement.
- The main areas identified through consultation for improvement were as follows:
 - On site toilet facilities.
 - Improved attractions.
 - Improved children's facilities.
 - Enhanced café facilities.

A survey was carried out as part of this consultation exercise which included within it pertinent Equality, Diversity and Cohesion related questions about the respondent.

In addition to the above, a presentation and consultation event was also carried out with the Friends of Roundhay Park, who are a key stakeholder for the park. Following that presentation, the Friends of Roundhay have positively endorsed the proposals for Tropical World.

- **Actions**

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

Based on the above it is felt that the deliver of those improvement included within the scope of this project will positive effect in the following areas.

Built Environment

- Improved signage and interpretation to provide different levels of information about

access and features,

- The Installation of a new walkthrough aquarium to replace the existing.
- The creation of a new enclosure for the Morlett's Crocodiles.
- The provision of a new retail entrance area within the Coronation House.
- The extension of the café area via a conservatory
- The installation of a children's party \ education area.
- The provision a new build accessible toilet block.

Information and Communication

- Educational visits – teacher pack- teacher guided tours, education rooms.
- More school holiday activities
- Improved interpretation

Customer Care and Staff/Volunteer Training

- All staff to be trained in hosting activities and events,

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 Parks and Countryside Officer	31/10/12

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.

Please send a copy to the Equality Team for publishing

Date screening completed

30/10/2012

If relates to a Key Decision send to Corporate Governance	
Any other decision please send to Equality Team (equalityteam@leeds.gov.uk)	