

# 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: City Development</b>	<b>Service area: Sport &amp; Active Recreation</b>
<b>Lead person: David O'Loan</b>	<b>Contact number: 22 43179</b>

## 1. Title: Inspiring a generation: a sporting legacy for Leeds

Is this a:

☒ **Strategy / Policy**
☐ **Service / Function**
☐ **Other**

If other, please specify -

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

1. Leeds based Olympians have enjoyed unprecedented success at 2012. The London games have captured the imagination of so many people and have, so far, delivered on their promise to "inspire a generation".
2. Leeds has a proud tradition in sport and the collective efforts of all the key partners have helped create an environment where there are opportunities to take part and excel in their chosen sport. In fact Leeds currently has one of the highest rates of participation of any local authority in the country, But there are challenges. ***Rates of sport participation differ hugely in the city and mirror health inequalities and more needs to be done to encourage those people from poorer backgrounds to take part and stay engaged in sport.*** Furthermore central government investment in school sport has decreased and the pressures on public finances are set continue.
3. Work is underway to put the building blocks in place to ensure Leeds can capitalise on the momentum created by London 2012.

4. A specific proposal is to widen the discretionary discount already given to amateur sports clubs, particularly those who have junior sections and meet national standards for development, access etc.

### 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?	✓	
Have there been or likely to be any public concerns about the policy or proposal	✓	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	✓	
Could the proposal affect our workforce or employment practices?		✓
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>	✓	

If you have answered **no** to the questions above please complete **sections 6 and 7**

### 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)

This proposed strategy (way forward) is specifically designed to help reduce health inequalities, one of the Council's (and Sport's) key aims. It highlights the fact that

although Leeds is probably the most active big city in the UK, there are still large pockets of unhealthy inactivity in the less-advantaged communities in the city. This strategy is trying to target these areas, building on recent positive improvements.

- **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 latest Sport England Active People Survey 5, published in December 2011, confirmed that physical activity in Leeds had increased significantly since 2005/06 to the highest level of any English core city.

There is even better news in the detail of where the improvement has taken place. – in groups which were previously more prone to doing no activity. This appears to have rewarded some of the targeted cross-city work in Leeds in recent years, well beyond the average improvements in the rest of England.

Table 1 : Percentage doing **no** sessions of 30 minutes exercise each week

Adults	All Leeds	All England	Leeds females	English females	Leeds Non white	England Non white
2005/06	49.9%	50.0%	56.9%	54.6%	58.8%	54.3%
2009/11	<b>44.9%</b>	48.2%	48.6%	54.0%	48.8%	51.8%
Improvement	+5.0%	+1.8%	+8.3%	+0.6%	+10.0%	+2.5%

Adults	Leeds Disability	England Disability	Leeds age 35-54	Leeds age 55+	Leeds NS SEC 1-2	Leeds NS SEC 5-8
2005/06	72.2%	75.7%	46.1%	72.4%	37.7%	60.5%
2009/11	63.6%	73.0%	39.2%	67.1%	36.8%	<b>55.6%</b>
Improvement	+8.6%	+2.7%	+6.9%	+5.3%	+0.9%	+4.9%

Source: Active People Survey. Year 2005/06 (APS1), 2009/11 (APS4/5)

These independent results seem to show that activity has improved more, and by more than the national average, among women, non-white, disabled, older and less economically advantaged groups. This supports the proposition that political will, targeted intervention and specific programmes can narrow the participation gap. However, the figures for 2009/11 show that the proportion doing no moderate 30 minute sessions of sport or active recreation is still too high and the participation gaps remain unacceptably wide.

Feedback from the equality unit has indicated LGB issues relating to sports participation (lack of 'inspiring' role models, discrimination in sports participation, LGB youth).

The first two themes of the Sport Leeds strategy '**Taking the lead**' 2006-2012 were:

**Increasing participation:** to increase participation levels across all sections of the community.

**Widening access:** to ensure equality of opportunity and to narrow the participation gap

in sport and active recreation between different sectors and groups within the community.

By late 2011, these aims seem to have been substantially met. However, the latest life expectancy data for Leeds has shown that health inequality in Leeds remains stubbornly high. The improved sport participation figures show that the gap can be narrowed with a concerted partnership approach. Further concerted effort from 2012 is being recommended in this strategy\report.

The widening of the rates discount is considered unlikely to detrimentally affect any group or to give rise to a feeling of injustice. In general it should further encourage well run and more accessible sports clubs.

- **Actions**

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

**The strategy recommends:**

- That the emerging Health and Wellbeing strategy makes explicit reference to the value of being active, with the principal strategy being “the poorest improve their health the fastest”.
- the possibility of reducing price barriers to people in less-advantaged areas to participate in sport
- proposals for a sustainable school sport system, building on the school games and, that supports Leeds as a child friendly city

**5. If you are not already considering the impact on equality, diversity, cohesion and integration you will need to carry out an impact assessment.**

As demonstrated above, these considerations are integral to the strategy report, so a separate impact assessment is not required.

As specific proposals are developed there may be a need for consultation, further screening and specific impact assessments, as appropriate.

Date to scope and plan your impact assessment:	n/a
Date to complete your impact assessment	n/a
Lead person for your impact assessment (Include name and job title)	n/a

**6. Governance, ownership and approval**

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

Name	Job title	Date
David O’Loan	Acting Business Manager	14th August 2012 Updated 31 January 2013

**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

<b>Date screening completed</b>	Draft 14th August 2012 Updated 31 January 2013
<b>Date sent to Equality Team</b>	Draft 14th August 2012
<b>Date published</b> (To be completed by the Equality Team)	