

# Equality, Diversity, Cohesion and Integration Impact Assessment



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. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

<b>Directorate: City Development</b>	<b>Service area: Asset Management</b>
<b>Lead person: Stacey Walton</b>	<b>Contact number: 0113 22 43406</b>
<b>Date of the equality, diversity, cohesion and integration impact assessment:</b>	

<b>1. Title: West Park Centre Option Appraisal</b>
Is this a:
<input type="checkbox"/> <b>Strategy /Policy</b> <input checked="" type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>

## 2. Members of the assessment team:

<b>Name</b>	<b>Organisation</b>	<b>Role on assessment team e.g. service user, manager of service, specialist</b>
Stacey Walton	LCC, City Development, Asset Management	Project Assistant
Neil Charlesworth	LCC, City Development, Asset Management	Project Manager
Adrian Dean	LCC, City Development, Asset Management	Equality Representative

### **3. Summary of strategy, policy, service or function that was assessed:**

This EIA should be read in conjunction with the Executive Board paper (West Park Centre Options Appraisals) for detailed background information.

The two options from the report have been appraised in terms of equity, diversity, cohesion and integration which are detailed below:

#### **Option 1 –Partial demolition of the West Park Centre and re-opening of the remainder**

This would have a positive impact on the all users but particularly YAMSEN who have a current strong volunteer team from the local area. The majority of service providers and their users are from the West Leeds area however YAMSEN work with disabled young people and adults from across the whole city with a good reputation to attract volunteers outside West Leeds.

The DDA access to the current building is not to current standard and would benefit from improvements to access.

The Leeds Reformed Baptist church who used the main hall every Sunday before the closure could re-establish themselves in the centre.

The varied numbers of businesses and services using the centre created a cultural hub which was lost when the centre was shut for health and safety reasons. There is no reason to believe this could not be re-established.

#### **Option 2 – Demolition of the West Park Centre and decant city wide services elsewhere with a local community facility developed on the existing site**

Although this option would have a negative impact in terms of the volunteers, providers and users living within West Leeds, this could be mitigated by building a smaller community centre on site.

If the new community facility was sufficient in size to accommodate the large congregation of the Leeds Reformed Baptist Church members and the disabled users of YAMSEN, these organisations could be re-established in West Park.

### **4. Scope of the equality, diversity, cohesion and integration impact assessment** (complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

#### **4a. Strategy, policy or plan** (please tick the appropriate box below)

The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>
<b>Please provide detail:</b>	

<b>4b. Service, function, event</b> please tick the appropriate box below	
The whole service (including service provision and employment)	<input checked="" type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>

Procuring of a service (by contract or grant) (please see equality assurance in procurement)	<input type="checkbox"/>
<b>Please provide detail:</b>	

<p><b>5. Fact finding – what do we already know</b>          Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.</p> <p>(priority should be given to equality, diversity, cohesion and integration related information)</p> <p>A consultation exercise was undertaken with the West Park Centre users and wider local community in November/December 2011 in the form of feedback forms which established that the local community valued the West Park Centre in terms of the services but rarely used the facility.</p> <p>Current users such as YAMSEN value the location of the centre and have built up a strong voluntary workforce from the local area. YAMSEN can be from any part of the city but the nature of it's location has meant a number are from the west Leeds area. This has also been replicated by Artform users who use the centre to learn, rehearse and perform are generally from the West Leeds area.</p> <p><b>Are there any gaps in equality and diversity information</b>  <b>Please provide detail:</b></p>
<b>Action required:</b>

<p><b>6. Wider involvement – have you involved groups of people who are most likely to be affected or interested</b></p>
<p> <input checked="" type="checkbox"/> Yes           <input type="checkbox"/> No         </p>
<p><b>Please provide detail:</b></p> <p>Public consultation took place at the end of 2011 in the form of a questionnaire, open evening and one to one meeting with services and businesses using the centre. Please refer to appendix 2 in the Executive Board report.</p>

<b>Action required:</b>
No further action required.

**7. Who may be affected by this activity?**  
 please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

**Equality characteristics**

<input type="checkbox"/> Age	<input type="checkbox"/> Carers	<input checked="" type="checkbox"/> Disability
<input type="checkbox"/> Gender reassignment	<input type="checkbox"/> Race	<input checked="" type="checkbox"/> Religion or Belief
<input type="checkbox"/> Sex (male or female)	<input type="checkbox"/> Sexual orientation	
<input type="checkbox"/> Other		

(for example – marriage and civil partnership, pregnancy and maternity, social class, income, unemployment, residential location or family background, education or skills level)

**Please specify:**

**Stakeholders**

<input checked="" type="checkbox"/> Services users	<input checked="" type="checkbox"/> Employees	<input type="checkbox"/> Trade Unions
<input checked="" type="checkbox"/> Partners	<input type="checkbox"/> Members	<input type="checkbox"/> Suppliers
<input type="checkbox"/> Other please specify		

**Potential barriers.**

<input checked="" type="checkbox"/> Built environment	<input checked="" type="checkbox"/> Location of premises and services
<input type="checkbox"/> Information and communication	<input checked="" type="checkbox"/> Customer care
<input type="checkbox"/> Timing	<input type="checkbox"/> Stereotypes and assumptions

Cost

Consultation and involvement

specific barriers to the strategy, policy, services or function

Please specify

**8. Positive and negative impact**

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

**8a. Positive impact:**

The positive impacts are dependent on the Executive Board decision on the best option to pursue. Positive impacts are re-establishing a cultural hub in West Leeds, continuing and building on the strong volunteering team for YAMSEN in West Leeds and establishing a new cultural link and hub in another area of the city helping to promote community cohesion.

**Action required:**

Executive Board decision.

**8b. Negative impact:**

The negative impacts would be the loss of a valued building and service currently at the West Park Centre however this could be mitigated with the re-provision of a community centre on the cleared site.

**Action required:**

Executive Board decision.

**9. Will this activity promote strong and positive relationships between the groups/communities identified?**

Yes  No

**Please provide detail:**

**Action required:**  
Dependant on Executive Board decision.

**10. Does this activity bring groups/communities into increased contact with each other (e.g. in schools, neighbourhood, workplace)?**

Yes  No

**Please provide detail:**

**Action required:**  
Dependant on Executive Board decision.

**11. Could this activity be perceived as benefiting one group at the expense of another?**

Yes  No

**Please provide detail:**

**Action required:**

**12. Equality, diversity, cohesion and integration action plan**

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

<b>Action</b>	<b>Timescale</b>	<b>Measure</b>	<b>Lead person</b>



**13. Governance, ownership and approval**

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job Title	Date

**14. Monitoring progress for equality, diversity, cohesion and integration actions** (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board  
Please specify which board
- Other (please specify)

**15. Publishing**

<b>Date copy sent to Equality Team</b>	
<b>Date published</b>	