

# 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: Communities and Environment</b>	<b>Service area: Parks and Countryside</b>
<b>Lead person: A Stringwell</b>	<b>Contact number: 0113 3788167</b>

**1. Title:** The development of a new park in Moortown and an update on the Parks and Countryside service apprenticeship scheme.

Is this a:

☐

**Strategy / Policy**

☐

**Service / Function**

☒

**Other**

**If other, please specify** Development scheme of improvement for a new park in Moortown

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

This screening examines the recommendation to Executive Board to approve the injection with authority to spend of £300k from section 106 funding to enable the development of a new parks in Moortown. Furthermore, the scheme will enable the continued expansion of the Parks and Countryside services apprenticeship programme linked with the ongoing management and maintenance of the park.

### 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. 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).

**Public concern** – The process of moving from the inception of the parks establishment, (through outline planning consent, then a reserved matters application that provided detailed proposals for the parks development, before finally a more recent planning application for amendments to the parks land form) has been a lengthy process involving numerous discussion between 2013 and June 2017. Consequently, there has been notable public engagement, support, interest and indeed some challenge to aspects of the development of the site. This has provided ample opportunity for a mixed range of views to be reflected in the final scheme design.

**Location of services** - Developer contributions in this instance are secured by a legal agreement under section 106 of the Town and Country Planning Act (1990) between the local planning authority and developer. Furthermore, the terms of transfer are also stated within the legal agreement between the developer and the authority as is the legal commitment to layout the park as planning gain linked to residential development. Therefore the funding is legally tied to the site under consideration and there is no scope for the spend to be committed to a site elsewhere in the city.

**Workforce** - The development of a new community park in Moortown provides the opportunity and resource to link to the expansion of the existing apprenticeship programme. Furthermore, it provides an opportunity to utilise the development of the site and its maintenance to support skill development within the service's existing apprenticeship cohort. The proactive recruitment and development of apprentices has meant the service has been able to manage strategic issues associated with an aging workforce and skill development as well the ongoing challenges of managing workforce transition. Consequently the service can report the following successes:

- 57 apprentice opportunities created
- 87% of those appointed have been retained and integrated into the service in a full time position
- 100% of retained apprentices have been successful in completing an NVQ level 2
- 15 members of staff have been supported in their continued development and have gone on to be successful in attaining an NVQ level 3
- Partners such as Path Yorkshire have been engaged to support with recruitment to apprentice positions in order to raise awareness of employment opportunities within the green environment for under-represented groups

The employment of apprentices will provide an opportunity to address workforce diversity and support corporate aims to meet the council's obligations under apprenticeship levy legislation.

**Opportunity / cohesion** - Officers from the Parks and Countryside Service have worked with the developer in forming their detailed design for the park and have engaged stakeholders and elected members to establish a 'friends of' group for the park in

advance of its development. The benefit of establishing such a group is that this would provide a vehicle for constructive ongoing dialogue between parks users and the authority whilst at the same establishing a representative body for the community. Whilst meetings of this group have taken place, further work is needed following commencement of work on site to develop and embed this group and to improve the frequency of meetings. The objective being that the friends of groups becomes an integral part of the park's management moving forward.

- **Key findings**

The development provides opportunities to effect positive changes across a range of issues as set out above. These are public engagement and community cohesion, workforce diversity, and access to greenspace. Whilst the park's development is being funded from contribution arising from the development of residential housing it is not provided exclusively for the use of occupants of the development. Therefore settled local communities can see a beneficial effect arising from the development through the provision of high recreation and conservation value greenspace.

- **Actions**

A friends group for the site has been enabled and is in its infancy. The group will require further support and encouragement to develop it to be an advocate for the ongoing maintenance and development of the project. Officers from Parks and Countryside will seek to ensure that the group represents a broad cross section of the local community through adopting formal constitution and encouraging broader engagement via the Parks and Green Space Forum for Leeds.

**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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
M Kinnaid	Development Manager	31/08/2017
<b>Date screening completed</b>		31/08/2017

## **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: 07/09/17
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: