

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: City Development	Service area: Active Leeds
Lead person: Mark Allman / Ross Bibby	Contact number: 01133780289

1. Title: Run Leeds Project- phase 2

Is this a:

Strategy / Policy
 Service / Function
 Other

If other, please specify: Specific project

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

The Active Leeds service have been successful with a bid for external Sport England funding to consolidate, refresh and expand the existing Run Leeds programme. The Active Leeds development team have been awarded £176,000 from the Sport England “Core Market Open Fund” which will enable the service to appoint a project officer to oversee this programme until July 2022. The Core Market Open fund was set up to specifically support regularly active people, from underrepresented groups who are going through life changes. The Run Leeds project was one of only 18 nationally to be awarded funding by Sport England.

Essentially the programme will involve the re-development of the existing Run Leeds brand, website and expansion of the online community and digital campaigns with the development of a new participant focused mobile app.

The new phase of the project will collaborate with a range of locality stakeholders to expand and grow social running opportunities in targeted communities and with key underrepresented groups (with a particular focus on women), and offer comprehensive additional training for the run leaders and community champions who are key to delivering activity, through for example motivational interviewing and mental health awareness training.

Campaigns will be run to test key moments of influence in the year and to build on the acquisition of real life stories and videos to showcase how core participants (those demonstrating a regular sporting habit) can be supported whilst going through unpredictable life changes. All of this will be underpinned by comprehensive monitoring and evaluation of the programme by Leeds Beckett University to assess how mental wellbeing can affect resilience and participant habit, when going through these life changes, ultimately to understand further how we can get and keep more people active.

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"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 	X X	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)

The new phase of Run Leeds is a city-wide project that includes all social running opportunities, for all ages and ability levels, including those making the transition from walking into running, through to regular runners. There will however be a particular focus on supporting regular “core” participants in the city, from underrepresented groups to understand how they can be supported whilst going through unpredictable life changes. This is an area that the external funders (Sport England) are particularly keen to learn about, as this level of depth of research does not currently exist. The previous phase of the Run Leeds programme has identified that the project model works particularly well for attracting and retaining women and girls into physical activity, so this is an area that will continue to be developed. We also wanted to ensure the programme had a focus on supporting the Best Council Plan- Best City priorities of tackling poverty and reducing health inequalities so the project will also have a focus on our most deprived communities particularly in the inner South and inner East of the city.

- **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)

This is a city-wide project that will support all people to lead more healthy, physically active lifestyles. The project will support any group that wishes to become part of the programme. However, our previous research has shown that Run Leeds programmes have been extremely popular with women, with 67% of the current Run Leeds participants female. We know the Run Leeds model creates an environment that effectively supports regular female participation and the model builds relationships that encourage long term behaviour change through effective communication and peer support, from face to face engagement through to the sharing of good and bad experiences. Therefore this has given us the opportunity to explore more about unpredictable life changes, to assess what interventions can really make a difference with this particular underrepresented group and by targeting this in areas of most deprivation this actively supports the city focus on reducing health inequalities in Leeds.

- **Actions**

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

Phase 2 of the Run Leeds programme will begin with comprehensive engagement with all the 1700+ existing registered runners and 20+ social running groups currently linked to the programme across the city. The consultation will also be extended outside this network so will be open for all to contribute to.

Detailed consultation will also take place with the localities teams, officers, additional internal colleagues (e.g Parks and Countryside department) and external partners to identify opportunities to expand the social running offer in our priority communities across the city. This will include the identification of and support for community “champions”. Collaboration with the extensive network of community partners does enable us to better reach individuals within our priority communities – the Bangladeshi Centre, East Leeds Health for All, CATCH, Gipton Together, Shantona Women’s Centre and South Seacroft Friend & Neighbour give a feel of the range of relationships we have built at a local level in the Inner East, for example. Our team have also supported, for example, the establishment of the Mandela Runners, an ethnically diverse group with 83% BAME runners and based within the Inner East and in a LSOA of decile 1 of deprivation (10% most deprived).

Again the emphasis is on the fact that this continues to be a city-wide project that will support all groups who want to get involved. However, as detailed earlier for the purposes of learning about how core runners can be specifically supported whilst going through life changes, this will be initially tested with women and girls in the priority wards/communities of the inner South and East of the city, namely:

Beeston & Holbeck
 Middleton Park
 Burmantofts & Richmond Hill
 Gipton & Harehills
 Armley

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
Mark Allman	Head of Active Leeds	5/10/18
Date screening completed		5/10/18

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 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 Governance Services	Date sent: 5/10/18
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: