

# 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:</b> Children’s Service	<b>Service area:</b> Built Environment
<b>Lead person:</b> Ed Staveley	<b>Contact number:</b> 0113 2475351

**1. Title:** Learning Places 2019 Cockburn John Charles Academy – Permanent Expansion.

Is this a:

**Strategy / Policy**
                 
  **Service / Function**
                 
  **Other**

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

- **Main aim**  
The rapidly increasing birth rate in Leeds has resulted in the need to provide an additional amount of pupil places for school aged children across the city. Cockburn John Charles Academy was identified as one of the schools required to meet pupil placement needs in the local area. The works will secure a permanent increase in pupil numbers from 2022 onwards.
- **Purpose**  
A screening exercise has been carried out to determine if the proposals at Cockburn Academy will impact upon equality. The required building works will support the Authority’s legal duty to provide a school place for every child and, where possible, within the school of parental preference. The works will comprise of minor internal remodelling to the existing dining hall and the creation of appropriate facilities to support the new area.

### 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?		No
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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>	Yes	

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?**

- **Consultation and Involvement**

- Consultation has taken place with key stakeholders throughout the development of the proposed building works at Cockburn John Charles Academy.

- **School Briefing Sessions**

- The Academy senior management team and governing body have been intrinsically involved in the development of the proposals and key considerations regarding accessibility of the design have been included in the proposals by the design consultant commissioned by the SPV managing the PFI contract.

- **Councillor Briefing Sessions**

- Local ward members have been informed of the proposal via briefing notes at programme wide level and through periodic updates to the programme board.

- **Key findings**

- This scheme will be delivered via the existing LCC PFI contract with LCC Children's and Families funding the appropriate work. The design team appointed by the SPV has ensured the design is compliant to British Building Regulations as a key deliverable. A requirement of which is the adherence to the Disability Discrimination Act and the associated building regulations linked to this legislation.

- **Actions**

- **Access to the Building**

- The required building work has been designed to adhere to the Disability and Discrimination act and ensure current level access is maintain throughout the building.

**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>
Jane Walne	Executive Asset Management Officer	31 <sup>st</sup> July 2019

**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>	31 <sup>st</sup> July 2019
<b>Date sent to Equality Team</b>	31 <sup>st</sup> July 2019
<b>Date published</b> (To be completed by the Equality Team)	