

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 or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Communities and Environment	Service area: Parks and Countryside
Lead person: Mike Kinnaird	Contact number: 3786002

1. Title: Adapting Parks and Green Spaces for Climate Change

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

An accompanying report on adapting parks and green spaces for climate change sets out how action in Parks and Countryside can be intensified in a way that adapts to climate change whilst continuing to fulfil the key role that parks play in recreation, social cohesion along with promoting health and well-being.

Parks and green spaces already make an important contribution with around 2,500 of the 4,000 hectares of land managed for public access either natural or semi-natural. This helps to reduce carbon dioxide emissions as well as mitigate against the effects of extreme weather events and build more resilient habitats to help sustain species and food production.

The report provides illustrated examples of how parks and green spaces can develop this potential in helping address climate change issues and in doing so also enhance the experience of those people who visit.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies and policies, service and functions affect service users, employees or the wider community – city wide or more local. These will also have a greater or 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

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 report will make a number of proposals for changed management of parks and green spaces and it is recognised that there may be concerns raised within local communities and therefore a 'plan on a page' approach aims to capture key information and developments at a site level to enable meaningful community dialogue. Significantly the plans will capture and illustrate proposed climate change actions within the context of each relevant park. These plans will then be shared with ward members (including community committee environment sub-groups), the Parks and Green Spaces Forum, local 'friends' groups and enable general comments from members of the public. This will also enable more general information about the benefits that adapting parks and green spaces can bring with the aim of enabling residents and visitors to gain an understanding and acceptance of the importance of proposed changes. This community engagement phase will also allow people to comment and influence the development of site plans ahead of implementation.

- **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)

Parks and green spaces in Leeds already deliver considerable benefits and contribute to the effects of climate change as part of an integrated network of habitats. There is opportunity to intensify action by planting more trees and woodlands, develop alternative approaches to managing grassland and generally adopt a more environmentally sustainable approach to managing parks and green spaces whilst continuing to deliver the benefits to health, wellbeing, recreation and social cohesion. To do this will require the continued commitment and involvement of volunteers and partner organisations who, along with community committees will be involved in a planned approach to implementing improvements and delivering the benefits identified.

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

A broad and inclusive consultation approach will be undertaken in line with developing plans and where changes are identified they will be subject to relevant decision making processes including relevant equality impact assessments.

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:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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6. Governance, ownership and approval

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

Name	Job title	Date
Sean Flesher	Chief Parks and Countryside Officer	21 st August 2019
Date screening completed 21 st August 2019		

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: 21/08/19
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: