

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: Environment and Housing	Service area: Parks and Countryside
Lead person: Tony Stringwell	Contact number: 0113 3957400

1. Title: Re-location of Red Hall Horticultural Nursery to Whinmoor Grange

Is this a:

Strategy /Policy

Service / Function

Other

If other, please specify

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

In order to realise the development potential of council owned land at Red Hall, it is necessary for the Parks and Countryside Service to vacate the site. An Informal Planning Statement produced for the council owned site at Whinmoor Grange identified potential locations for key operational functions to relocate from Red Hall to Whinmoor Grange, including the horticultural nursery the depot and office facilities.

The role of the nursery within the Parks and Countryside service is broad and can be summarised into three principal areas:

- The production of plants, shrubs and edible produce from seed along with associated income generating activities;
- Community engagement;
- Centre for horticultural excellence and training.

Numerous advantages can be identified in support of developing replacement horticultural nursery facilities at Whinmoor Grange. Most notable of which, are the

positive outcomes associated with maintaining a horticultural hub within Leeds at the heart of the East Leeds Extension. Developing a horticultural nursery in this location presents opportunities to support the long term provision of a Parks and Countryside apprenticeship programme and also further develop the extensive programme of community engagement opportunities provided by the nursery.

A review of the business case associated with the re-provision of an in house horticultural nursery has been undertaken. The outcome of this process, when considered in conjunction with the significant beneficial outcomes attributable to the nursery, would support an investment case for the re-provision of a horticultural nursery to Whinmoor Grange.

In order to realise this aspiration, it is proposed that a design for a new horticultural nursery at Whinmoor Grange be commissioned to RIBA D and that a detailed report be brought back to Executive Board in the form of a design a cost report upon the completion of this process.

Previous screen undertaken in advance of the design identified the need to remove physical barriers to accessing the facility through the design process. This included the following;

Built Environment

- Improved signage and interpretation to provide different levels of information about access and features;
- The Installation of improved visitor entrance.
- Dda accessibility.

The design of the facility has now been undertaken to a position where we are able to submit for planning consent and executive board approval to inject funding with authority to spend.

Moving forward we are now in a position to request approvals and therefore screen the following executive decisions;

- Approve an injection of £6.5m into capital scheme 32415/000/000;
- Approve expenditure of up to £6.5m to design and build a replacement horticultural nursery for LCC Parks and Countryside at Whinmoor Grange and re-locate other services from the existing Red Hall depot subject to planning approval and the Local Growth Fund loan agreement.
- Approve in accordance with CPR 3.1.8, the selection of a single stage develop and construct procurement approach via an open non-EU procurement to obtain a specialist contractor to undertake the proposed construction of a horticultural nursery glasshouse at Whinmoor Grange, and the evaluation criteria of 70% of marks for the lowest compliant cost and 30% of marks for quality criteria.
- Approve the current designs (appendix 1) and costs for Whinmoor Grange nursery, subject to planning approval.

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?	Yes	
Could the proposal affect our workforce or employment practices?	Yes	
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 	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?** (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 relocation of the horticultural nursery from Red Hall to Whinmoor Grange will have an impact on those staff presently based at this site in addition numerous staff employed within the service will be engaged in the onsite construction of the facility.

Through regular staff briefing all staff employed within the service has been kept informed of progress with development. Those staff that will be moved to Whinmoor have been identified and are informed and aware of proposals. Other staff affected by the requirement to vacate the existing depot facility are aware of the requirement to vacate the site. Upon completion of detailed and final decant proposals, a full staff engagement process will be undertaken to ensure that all staff are fully consulted.

Further to the above, an extensive public consultation exercise has been undertaken to inform the public of proposals. As part of the planning process, members of the public had the opportunity to comment on the proposals and no adverse comments were received during the consultation period. This process was supplemented by undertaking a two week period of consultation using the council's online consultation platform Talking Point; again no adverse comments were received.

In addition, a display highlighting proposals for the new nursery development has been in situ at the existing Red Hall facility prior to the submission of the planning application and throughout the application determination period. Average daily transactions at this facility are approximately 40 to 50 per day and all customers were able to view proposals and comment should they wish.

Furthermore, local Parish Councils, including Barwick and Scholes and Thorner, were contacted and invited to an open day to view plans and discuss proposals with officers.

- **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)

- **Actions**

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

Based on the above it is felt that the deliver of those improvement included within the scope of this project will have a positive effect in the following areas.

One of the positive impacts associated with the development of a new facility is that it will allow a valued asset to be much more accessible to both public and staff.

This can supplemented, promoted and enhanced by implementing the following;

Information and Communication

- Educational visits – teacher pack- teacher guided tours, education rooms;
- More school holiday activities;

- Improved interpretation.

Customer Care and Staff/Volunteer Training

- All staff to be trained in hosting activities and events.
- Internal staff to be involved in developing the facility on site. This will provide opportunities to enhance staff development and skill sets.

Notwithstanding the above and the evidence that due regard has been given to equality issues, it is felt that a supporting argument can be made in favour of undertaking a full EIA to ensure this issue is given due regard and an appropriate level of consideration. This position is further supported when due consideration is given to the fact that the public in form of both customers and stakeholders will be effected by these decision and also that staff employed by the service will be equally effected. Furthermore some of those staff effected have complex needs.

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:	21/09/15
Date to complete your impact assessment	22/09/15
Lead person for your impact assessment (Include name and job title)	Tony Stringwell

6. Governance, ownership and approval

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

Name	Job title	Date
Mike Kinnaird	Business Development Manager	17/09/15

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

Date screening completed	21/09/2015
If relates to a Key Decision send to Corporate Governance	
Any other decision please send to Equality Team (equalityteam@leeds.gov.uk)	