

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: Glenn Gorner	Contact number: 3957400

1. Title: Meeting the Cost of Non-Urgent Tree Works

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The overall budget for the Council wide tree service is used to prioritise trees identified as posing a risk to public safety. There are circumstances whereby non-urgent tree works on Council land with no allocated budget are a concern for private residents, local businesses or other organisations. There are also trees affected by development requiring landlord consent which may be deemed appropriate to fell. It is clear that trees posing a risk to public safety should continue to be prioritised; however, there is an opportunity to resolve the issue where the complainant is prepared to meet the cost of non-urgent work on Council trees. Work on non-urgent trees would only be considered where they meet criteria stated in the report and following consultation with others affected. The interested party would be given the option of financing the non-urgent work. This includes a quotation covering all costs associated with payment required before any work is commissioned. The work will either be undertaken in house by the Council's forestry staff or by a Council approved contractor engaged by the forestry section.

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?		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 proposal will introduce an option to fund works to trees on Council land that impact on interested parties.

The proposal may affect workforce and employment practices as there would be an increase in workload.

The proposal would provide a mechanism to reduce conflict with the Council relating to the impact that Council trees have on third party land.

• **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)

Enquirers can be persistent in their desire for an issue to be addressed and often continue to raise concerns or involve local ward members who in turn seek a resolution on behalf of their constituent. There is currently a mechanism to deal with similar issues with Housing Leeds tenants and this would enable private residents or organisations to access arrangements using the same criteria.

It is not anticipated that this will generate any significant volumes of additional work that would have any detrimental effect on the workforce or employment practices.

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

To promote awareness of the option to pay for tree works on Council land when an enquiry is received.

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)	
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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
S. Flesher	Chief Officer Parks and Countryside	23 rd May 2016

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.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screening's should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed	16/05/2016
If relates to a Key Decision - date sent to Corporate Governance	
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	