

# 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.

<b>Directorate: City Development</b>	<b>Service area: Asset Management</b>
<b>Lead person: Neil Charlesworth</b>	<b>Contact number: 3787736</b>

## 1. Title: Parklife Programme

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The Parklife programme aims to address long standing issues with the number and quality of football pitches across the country by developing football hubs in cities and large towns. A typical hub will have at least two state of the art artificial grass pitches with brand new changing facilities incorporating teaching rooms and a café. Following submission of an expression of interest, Leeds has been selected as one of the cities to participate in the Parklife programme. A shortlist of sites has been developed across the city and the main report seeks Executive Board approval to progress with that shortlist and to release funds for the required feasibility works at the shortlisted sites.

### 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"><li>• Eliminating unlawful discrimination, victimisation and harassment</li><li>• Advancing equality of opportunity</li><li>• Fostering good relations</li></ul>		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)

Although Parklife facilities will be available to all, there will be a focus on engaging junior community clubs and therefore a positive impact for young people.

Parklife hubs will be fenced off and this may lead to public concerns about a reduction in public open space. There may also be concerns about the cost of accessing Parklife facilities.

The land required for Parklife Hubs will need to be leased to a new Sports Trust and each individual hub managed by a private operator.

- **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)

By providing state of the art facilities the impact on young people will be positive. No negative impacts have been identified.

The changing facilities incorporated as part of hub development will include self contained changing facilities for each team, thereby enabling concurrent usage by males and females.

The increase in capacity provided by the hubs will help meet the increase demand for pitches from the growth of girls' and women's football.

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

Parklife hubs will be available to all and it is more likely that adults will use the facilities later into the evening and on Saturdays, with junior training and matchplay likely to occur in the earlier part of the evening and on Sundays respectively.

Community consultation will be required in areas where there are likely to be concerns about potential loss of open space and costs, to explain the detail of proposals and the impact on/benefits to those areas. Such consultation will take place at an appropriate

time, once the physical suitability has been established through feasibility studies.

The Parklife model of leasing to a Sports Trust with a private operator is part of the programme. Parklife will impact on services provided by Parks & Countryside and Sport and Active Lifestyles and both services are represented on the Parklife steering group.

**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
Neil Charlesworth	Principal Asset Management Officer	10 <sup>th</sup> October 2017
<b>Date screening completed</b>		10 <sup>th</sup> October 2017

**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](mailto: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 <b>Governance Services</b>	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to	Date sent:

<a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	
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