

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: Environment and Communities	Service area: Parks and Countryside
Lead person: Simon Frosdick	Contact number: 3786002

1. Title:

Request to waive contract procedure rules in respect of a specialist ecological survey and Mitigation Application Report in advance of construction of Flood Defences at Killingbeck Fields, Wykebeck Valley.

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

Procurement of a specialist ecological survey and Mitigation Application Report

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

This screening relates to an approval to waive Contract Procedure Rule no. 8.1 8.2 with regard to seeking the most appropriate organisation to undertake a White Clawed Crayfish population survey in identified sections of the Wykebeck, produce a White Clawed Crayfish Mitigation Application Report and submit this to Natural England for approval in advance of flood defence works.

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?**

Leeds City Council has been granted planning permission to undertake an engineering operation to create a naturalised flood storage and wetland area to attenuate flood water from the Wykebeck within the boundary of Killingbeck Fields Local nature Reserve. White Clawed Crayfish (*Austropotamobius pallipes*), a IUCN red listed endangered species are known to be present in the Wykebeck and are protected by law. Survey reports and mitigation plans are therefore required for development projects that could affect this protected species, as part of getting planning permission or a mitigation license.

The Yorkshire Wildlife Trust has been working in partnership with Leeds City Council's Parks & Countryside service to jointly manage a series of nature reserves in the Lower Aire Valley since 2011 and in preparation for the proposed flood defence work at Killingbeck Fields, they undertook a White Clawed Crayfish survey in the Wykebeck to identify 'hotspots' of crayfish activity. The Trust are also committed to our long-term partnership to jointly improve access to nature in both the Wykebeck Valley and the Lower Aire Valley therefore, It is logical that for reasons of consistency that we engage the Trust to undertake the required White Clawed Crayfish population survey and prepare and submit a Mitigation Application to Natural England on our behalf.

This work is a technical legal requirement and will have no direct impact on site users or local communities.

- **Key findings**

It has been agreed that the survey and mitigation application process will be used as a training exercise for parks & countryside and project staff who are currently preparing to apply for the appropriate license that will allow them to undertake similar work for the council in the future. This will provide additional skills, knowledge and experience to Leeds City Council staff that will in future enable improved experiences for volunteers and communities groups engaging with projects.

- **Actions**

The learning and experience gained by staff involved will be reflected in future engagement with local communities and volunteers providing ongoing benefits and reducing the need to engage external suppliers in future.

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
G Gorner	Natural Habitats Manager	11/04/208
Date screening completed		11/04/208

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