

# 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:</b> Environment and Communities	<b>Service area:</b> Parks and Countryside
<b>Lead person:</b> Simon Frosdick	<b>Contact number:</b> 3786002

## 1. Title:

Request to waive contract procedure rules in respect of awarding a contract to the Yorkshire Wildlife Trust to recruit a Project Officer to oversee all soft landscaping and new habitat creation to facilitate the naturalising of new Flood Defences and associated biodiversity enhancements in the Wykebeck Valley.

Is this a:

Strategy / Policy

Service / Function

Other

### If other, please specify

Procurement of a specialist Project Officer by the Yorkshire Wildlife Trust who will be embedded within Parks & Countryside's Natural Environment team and report directly to the Natural Environment manager.

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

This screening relates to an approval to waive Contract Procedure Rule no. 9.1 and 9.2 with regard to seeking the most appropriate organisation to recruit and co-manage a specialist Project Officer who will over-see and coordinate the naturalisation of major new flood defences in the Wykebeck Valley.

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**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?**

Parks & Countryside and the Yorkshire Wildlife Trust have an established partnership utilising the strengths of both organisations to maximise benefits across a variety of Council owned nature reserves in both the Lower Aire Valley and the Wykebeck Valley.

Planning permission has been granted to implement major flood defences in two Local Nature Reserves (LNR's) within Wykebeck river catchment at Killingbeck Fields and Arthur's Rein. Planning conditions include extensive enhancement mitigation and compensation for the loss of existing natural habitats and the 'naturalising' of the engineered flood defences. Planning conditions also include extra works to improve the quality of connected habitats along the Wykebeck catchment, initially focusing on Halton Moor LNR, Primrose Valley LNR and Wykebeck Wood/Asket Hill LNR. These enhancements also include extensive access improvements for the public to visit and enjoy these natural green spaces.

The Wyke Beck flood alleviation project has been underwritten by the council to enable works to commence in advance of the signing of a funding agreement with West Yorkshire Combined Authority. A capital budget to fund the work has been established and is held by the council's flood risk management team for which £130k has been allocated to fund the 3 year Project Officer post and related costs. YWT are full partners in the project and have worked alongside the Wyke Beck flood alleviation project team to provide advice on ecological constraints and habitat improvements that have been incorporated into the landscaping plans. The Project team are keen to continue this successful partnership work and believe that YWT involvement brings consistency and adds value to the project.

To cement the partnership and facilitate the continued commitment of the YWT to the project, it is proposed that the project officer will be recruited and employed by the YWT, but managed on a day to day basis by the Natural Environment Manager in Parks and Countryside. The post holder will wear the logos of both partners on their work clothing.

P&C will manage the Wyke Beck project officer for the duration of the project. The project officer will be responsible for the day to day management of the soft landscaping/habitat creation across all three project sites. The project officer will also be responsible for the wider management of the Wyke Beck corridor and the five designated local nature reserves creating, updating and implementing relevant management plans. They will be the point of contact for the local community and will take an active role in publicising the project and promoting local engagement and consultation including local schools. In

addition they will play a key role in working with external partners in the recruitment of volunteers from the local community.

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

- **Key findings**

Parks and Countryside do not currently have capacity to free up a staff member to act as project officer who must be a properly qualified conservation professional with appropriate project management experience and skills. The partnership work with the YWT (both in the Lower Aire Valley and Wykebeck Valley) has proved to be very successful focussing the resources of both parties on the delivery of well planned, coordinated, appropriately funded and delivered projects that add value (including attracting external funding) and promote the strengths of each partner. It is therefore considered that a project officer employed by YWT but fully embedded into the Parks and Countryside natural environment team represents the best value for money as well as delivering added benefits already demonstrated.

The partnership with YWT is unique with no suitable alternative provider able to deliver the project outcomes within the necessary timescales as well as added benefits. Failure to implement this proposed action would therefore represent a significant risk to an important part of the flood alleviation measures in the Wyke Beck area which has suffered repeated flooding events with damage to property and dwellings over recent years.

- **Actions**

Yorkshire Wildlife Trust already have a presence within the Wyke Beck Valley, working on a successful high profile project in partnership with LCC and local stakeholders, throughout 2016/17. During this, they undertook a number of ecological surveys and provided associated reports, including for white clawed crayfish, in preparation for the submission of the planning application for this project. Their knowledge and familiarity with the project and close working relationship with our staff and stakeholders maintains consistency and provides a training opportunity to upskill our own staff members.

In addition the council and YWT have a well-established partnership in the Lower Aire Valley, with a jointly funded reserves officer imbedded in a similar manner to the proposed. A capital budget to fund the work has been established and is held by the council's flood risk management team for which £130k has been allocated to fund the 3 year project officer post and related costs.

**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
G Gorner	Natural Environment Manager	5/07/18
<b>Date screening completed</b>		5/07/18

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