

# 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> Childrens and Families	<b>Service area:</b> Capital Planning and Sufficiency
<b>Lead person:</b> Imtiaz Hasan	<b>Contact number:</b> 07891 277112

<b>1. Title:</b> Greenside Primary School
Is this a:
<input type="checkbox"/> <b>Strategy / Policy</b> <input type="checkbox"/> <b>Service / Function</b> <input checked="" type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>

<b>2. Please provide a brief description of what you are screening</b>
<p>Proposal to expand Greenside Primary School from a capacity of 315 pupils to 420 pupils with an increase in Pupil Admission Number (PAN) from 45 to 60.</p> <p>The project involves:</p> <ul style="list-style-type: none"> <li>• The purchase and installation of temporary accommodation (two classrooms), groundworks for the temporary accommodation (provision of foundations, drainage and tarmac) fencing and associated works required to provide the accommodation for seven years;</li> <li>• Works necessary to expand the existing kitchen so that it is suitable for a 2FE school;</li> <li>• Screening the existing extension behind a wooden screen so the visual impact of the air handling unit and duct, that are necessary as part of the expansion works, is minimised;</li> <li>• Installation of external vents where there are currently high level windows to maintain good flow of air flow and reduce smell and moisture in the kitchen;</li> </ul>

- A new enclosed bin store;
- New fence around the perimeter of the playground which will reduce the number of games related equipment going onto the nearby road. This was a key requirement of the school's senior management team and governing body who expressed significant concerns about the increased risks to health and safety due to the higher number of pupils.

### 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?	YES	
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?		NO
Could the proposal affect our workforce or employment practices?		NO
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>	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 proposal is to increase the number of places at Greenside Primary School. The demographics of the areas were considered when developing the proposals as well future demand for places. The outcome of the review was that there was a need to create additional capacity in the area. When making the decision to expand, consideration was given to the types of schools already in the area to ensure we adhere to our legal duty of ensuring that parents are offered choice and diversity.

The community was consulted on the proposal between 14<sup>th</sup> September 2015 and 9<sup>th</sup> October 2015, including parents, governors, staff, nearby schools, the local MP and ward members. Of those who responded, the overwhelming majority supported the expansion of the school.

- **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)

Age – 15 additional reception places have already been created, this phase of the project will ensure that there is adequate catering facilities that supports the increase in pupil numbers.

Disability - The new accommodation complies with current relevant applicable legislation.

Choice and Diversity – The proposal will have a positive impact on promoting choice and diversity for all members of the community.

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

The Project Manager and the wider team will continue to work closely with all stakeholders to ensure that the project has a positive impact on the local community.

**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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
Jane Walne	Head of Projects and Programmes	3 <sup>rd</sup> June 2019
<b>Date screening completed</b>		2 <sup>nd</sup> June 2019

**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: