

# 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> <b>Communities and Environment</b>	<b>Service area:</b> <b>Parks and Countryside</b>
<b>Lead person:</b> <b>Simon Frosdick</b>	<b>Contact number:</b> <b>0113 3786002</b>

**1. Title:** Temple Newsam Indoor Play Barn

Is this a:

**Strategy / Policy**

**Service / Function**

**Other**

**If other, please specify**

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

In October 2016 Executive Board gave approval to develop plans for an indoor play barn with integrated café along with a new entrance (incorporating a retail facility) utilising the old cow byre set in the core of the historic buildings at Home Farm, Temple Newsam. Home Farm, Temple Newsam is a well-established attraction set within grade II listed buildings. This report highlights progress made in developing plans and in particular how heritage buildings at the farm can be conserved, reinvigorated and animated by creating an indoor play barn, café and retail space that will improve visitor experience all year round and develop a financially sustainable future for the attraction. This in turn will continue to conserve rare breeds and develop the education experience for a wider range of visitors.

### 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)

The attraction is in need of investment and developing an indoor play barn presents an opportunity to deliver more general improvements to better attract visitors and enhance the experience.

Home Farm is a family orientated attraction with a high proportion of children who visit. Leeds card holders gain a 20% discount and 'Extra' card holders 40% discount on normal entry fees. It can be observed that the majority of children who currently visit are under 5 and gain free entry and in general the attraction appeals less to older children.

The proposal is to convert and extend the existing cow byre at Home Farm, Temple Newsam to provide a new entrance to the farm with reception and ticket desk, an indoor play area, café and shop. Accompanying this there will be general improvements to other areas of the existing attraction to ensure that there is a consistency in the overall visitor experience in the quality of facilities and interpretation.

- **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)

The improvements will significantly improve the visitor attraction and enable an all year round offer to be developed which will appeal to older children and increase visitor numbers. The café will attract family visitors and ease demand on the existing courtyard café as well as increase its appeal to general park visitors. The surrounding area before accessing the paid attraction would seek to invite people to access the attraction by including some chickens and other suitable animals on display without charge.

The three 'turrets' that are a feature of the old cow byre will be used to incorporate play features and add height to the play experience. One of the turrets will be used to enable children who are less mobile to use a lift to access the indoor play facility as well as to get views of the heritage landscape.

This proposal provides an opportunity to provide a fund to help children in deprived communities. It is therefore planned as part of the business case to allocate 10% of the gross surplus allowing support for families to access the attraction as well as allocate funds within deprived communities to help deliver improvement projects that benefit children. The flexibility to use a fund in this way is important in both enabling families to

access the attraction as well as implementing a charge for those that can afford a commercial rate.

• **Actions**

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

The works to the courtyard will need to pay due regard to the existing slope with a view to creating a step-free access to the attraction.

Ensure that access and mobility issues are addressed at the design stage for the play features to provide the highest possible play value for all who seek to use the facilities.

Implement admission prices that reflect other regional attractions whilst sustaining existing levels of discounts and providing a fund for children in deprived communities to potentially allow those most in need to enter for free on a targeted basis.

**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
Sean Flesher	Chief Parks and Countryside Officer	3 <sup>rd</sup> September 2020
<b>Date screening completed</b>		3 <sup>rd</sup> September 2020

**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: