

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/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Resources and Housing	Service area: Sustainable Energy and Air Quality
Lead person: Daniel Smith	Contact number: 0113 378 5837

1. Title: White Rose Forest Strategy for Leeds		
Mr		
Is this a:		
<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function	<input type="checkbox"/> Other
If other, please specify		

2. Please provide a brief description of what you are screening
<p>The White Rose Forest Strategy for Leeds is an ambitious programme to increase tree planting in the district by the Council and its public, private and third sector partners in response to our carbon reduction targets and the other benefits which planting trees provide. It sets out the context to the strategy, the benefits of trees, where we are hoping to plant trees, what resources we need to do this and how we will engage with the Leeds community</p> <p>The White Rose Forest in Leeds forms part of the wider White Rose Forest covering the Leeds City Region and North Yorkshire Council. The Forest also forms part of the Northern Forest reaching from Liverpool to Hull which is made up of three other community forests.</p>

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/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 and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

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?** (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)

Consideration of the protected characteristics is summarised below:

Religion or Belief communities – The teachings of many of the world’s religions include caring for humanity and the environment/planet. Faith groups will be engaged to see how woodland planting and care for trees can fully engage with the work of their congregations. One recent scheme commemorates Guru Nanak who is the founder of Sikhism and spoke about nature as ‘the divine presence’ and whose recent 550 birthday commemoration included plans to plant 550 trees at Carr Manor donated by the Sikh community. .

BAME – many of the BAME communities in Leeds live in areas such as Harehills, Chapeltown and Beeston which have very limited tree cover as they are highly urbanised. In City and Riverside there has been a lot of tree planting and good engagement with local communities on environmental issues for example with the Kurdish community so despite the challenges of finding large amounts of land suitable for trees steps can be taken to increase tree cover and engage BAME communities both where they live but also in wider tree planting across the whole city.

Disability and Carers – woodland and tree planting should be as accessible as possible however this does present issues especially in rural areas. Wherever possible planting will include access via hard surfaced paths. Balance will need to be made between provision of facilities to enable access around the site with cost and the overall natural nature of the local environment where it might not be appropriate to install large amounts of hard landscaping. On larger sites access will be borne in mind including car parking, bus routes and cycle networks.

Sex – no major identified impact – design of woodlands especially in urban areas to acknowledge personal security issues, Secure by Design principles to be used.

Age – younger people will prefer play activities whereas older people may have age related disability and thus access issues come to the fore including access to seating. Ensuring all age groups can take part in tree planting is important.

Sexual Orientation and gender identity - Main identified issues are around promotion and engagement of the programme with LGBT+ communities to encourage participation which will be addressed.

Engagement re the strategy will be through the following equality hubs (mailing lists, social media, Hub Representatives).

BAME – Voluntary Action Leeds

Women and Girls - Womens Live Leeds

Age - Leeds Older People

LGBT+, Disability, Religion or Belief, Carers – Communities Team

LCC News social media.

The strategy will be placed on notice boards, through ward members.

Communications

Promotion of the strategy will be through the following equality hubs (mailing lists, social media, Hub Representatives).

Screening – the strategy will be reviewed on an annual basis and groups will be engaged once forward plan is organised. EIA will be refreshed on an annual basis.

The document will be produced in several different forms to ensure that all have access to it:

- Full version with all graphics and some technical language included
- A text summary version in Plain English with main points outlined
- A text and graphics version for those relying more on visual imagery for understanding.

Accessible version including Braille and BSL would be made available if required.

Ward Members and Community Committees will have detailed local knowledge of best routes for consultation and engagement and ongoing communications.

Interpretation Boards will be erected on the larger sites. Methods will be explored for providing translations which could include the scanning of a QR code with a link to a translation site.

Prioritisation

There will be a mixed approach taking into account land availability including private land made available), involvement of local third sector organisations, community feedback and Member engagement.

The overall targets for tree planting will be assessed and annual targets agreed for various wards on an annual basis. During the annual review Councillors will be engaged to agree on target areas. Overall the rate of planting will be reliant on the resources that the WRF project team have at their disposal and the level of grant aid.

Executive Board

The Woodland Creation Scheme which supports the Council's response to the Climate Emergency was presented to Executive Board in January 2020 by the Director of Communities and Environment Countryside. The Director of Resources and Housing presented a report to Executive Board in January 2020 which outlined the Council's response to the Climate Emergency and included the drafting of the White Rose Forest Strategy.

- **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)

Possibility of having joint planting events with different communities. The neighbourhood planning groups to identify planting sites which will bring different parts of the community together.

The proposals raise the prospect of providing more accessible countryside options. The engaging of faith communities in the response to the climate emergency.

- **Actions**

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

To ensure equality of access to woodland by all residents there will be an effort made to focus activity on priority areas in line with the council's values.

Engage fully with all groups through community committees, ward councillors and third sector organisations, faith groups and Equality Hubs.

Analyse their wishes and requirements.

Explain constraints of finding appropriate tree planting sites and funding issues. Ensuring that they understand the strategy through conducting presentations and presenting the strategy in an easy to read format.

Ensure issues are included in relation to the design of woodland and tree planting schemes. Where funding and location allows introduce hard surfaced paths.

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
Polly Cook	Chief Officer, Sustainable Energy and Air Quality Team	01/12/20

7. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screening's should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed	23/11/20
If relates to a Key Decision - date sent to Corporate Governance	07/12/20
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	07/12/20