

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 & Communities	Service area: Parks and Countryside
Lead person: Mike Kinnaird	Contact number: 0113 3786002

1. Title: Outdoor Bowls

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify:

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

To review the current season ticket fee and explore some form of community asset transfer with clubs who might be willing and able to take responsibility for management and maintenance of outdoor bowls facilities.

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?** (**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 consultation period commenced on Monday 16th November 2020 and closed on Monday 14th December 2020. Information about the consultation and a link to the online survey was sent to elected members and paper copies of the survey were sent to all bowling clubs. A link to the consultation survey was included on the Parks and Countryside consultation webpage on leeds.gov.uk and information was widely circulated on social media to encourage as many responses as possible. As a result, there were 797 online and 302 paper responses (a total of 1,099), as well as 88 items of email feedback from councillors, MPs and their constituents.

In terms of demographic data, 58% indicated that they were male with 41% female, with most respondents in the 64+ age group (49%), following by 29% aged 45-64 and 22%

who were 44 or younger. Nearly 95% of those who responded stated that their ethnicity was white British with 89% identifying as heterosexual/straight, with nearly 14% stated that they have some form of disability. Over 73% of those who responded play outdoor bowls, with each club in Leeds represented in the responses given and 89% indicating that they played at a Leeds bowling club.

- **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 Leeds Parks Bowls Partnership (LPBP) provided a response to the consultation which put forward a combination of proposals based on limited green closures, increased income (including a potential season ticket increase up to £40 and potential match fee levy) and sources of funding.

The consultation results emphasis the health and wellbeing benefits along with the importance of bowling clubs for community and social interaction. If a 3% inflationary rise had been applied since 2016 then the rate for 2021/22 would be £36 so £40 would represent a relatively modest increase above inflation in this context.

The consultation findings show some support for implementing a season ticket price increase enabling £12.5k to be included in the budget for 2021/22. There is also an appetite for some form of community asset transfer and scope to explore this option in more detail. Until this was explored fully it would not be possible to determine whether any further measures might be necessary such as green closures on multi-green sites or considering minimum member thresholds to assess financial viability.

- **Actions**

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

It is therefore proposed that a season ticket fee increase to £40 is implemented along with exploring some form of community asset transfer. Once this exercise has been completed then an interim report will be prepared that takes account of the engagement with stakeholders and seeks to find a sustainable solution.

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 Officer	23 rd March 2021
Date screening completed		23 rd March 2021

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: