

## 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.

<b>Directorate:</b> City Development	<b>Service area:</b> Projects & Programmes
<b>Lead person:</b> Amy Smith	<b>Contact number:</b> 0113 378 5917

<b>1. Title:</b> Design, Cost and Tender Acceptance Report for the Learning Places permanent expansion of Bramhope Primary School for September 2022.
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>2. Please provide a brief description of what you are screening</b>
<p><b>Main aim</b></p> <p>The Learning Places Programme represents the Council’s response to the demographic growth pressures on school provision in the city, and this scheme will be delivered as part of this programme. Project management of schemes is delivered by City Development’s Projects &amp; Programmes Team in Asset Management and Regeneration. The scheme contributes to the 2021/2022 Best Council Plan outcomes and supports the vision in the Children and Young People’s Plan 2018-23.</p> <p>The number of families with children under the age of 5 choosing to live in Bramhope village is increasing leading to a rise in demand for places at the village school, Bramhope Primary School. In addition, a large-scale housing development in Breary Lane East, Bramhope is expected to increase the need for additional primary school places still further in the coming years. The housing development, which has full planning permission for 330 homes, is now</p>

under construction and will take several years to be fully built and occupied. Based on already increasing demand from the existing area and the anticipated additional new housing generated pupil yield, we believe that the proposed increase in places is needed to meet demand.

The proposal to expand Bramhope Primary School has been developed through discussions between Leeds City Council, the Collaborative Learning Trustees, and the Headteacher and governing body of Bramhope Primary School and was approved by Executive Board in March 2021.

### **Purpose**

A screening exercise has been carried out to determine if the works required at Bramhope Primary School will impact upon equality. The required building works will support the Council's legal duty to provide a school place for every child and, where possible, within the school of parental preference. The key construction activities and outcomes of the permanent expansion project are:

- a. Internal remodelling to create the required additional classrooms using the existing Learning Resource Centre and ICT Suite. Re-provision of ICT equipment through flexible hand-held devices.
- b. Internal remodelling to re-provide the Learning Resource Centre, a Pastoral Room for Key Stage 2 and a staff shower facility, with required adjustment to existing Staffroom.
- c. New build extension to existing Key Stage 1 Hall to enhance capacity for dining which is already under pressure, assemblies and PE activities, with associated adjustments for stores, toilets and cloakrooms.
- d. Small new build extension adjacent to the existing kitchen to form the new main entrance to the school at the Breary Rise end of the site. The extension combined with an element of internal remodelling provides the school main office, Head Teacher's office, SEN room and Key Stage 1 staff facility. Replanting of trees and shrubs over and above the Council's policy requirement is included to mitigate loss of trees required to deliver the hall extension.
- e. Provision of dedicated gated school parking facilities, including the necessary allowance for electronic vehicle charging. The enhanced parking provision will alleviate pressures at the other end of the school site, where the main entrance sits currently and where parking is in effect shared with the local Medical Centre. New pathways are included to connect the Tredgold Crescent entrance to the Nursery and to connect from Breary Rise to the new main reception.
- f. Installation of new perimeter fencing to alleviate safeguarding and security concerns on site. The site is at present devoid of a secure boundary fence. This aspect is only possible if the undesignated footpath which dissects the school at present is closed to the public. This aspect is covered by a separate process to the Planning Application and is yet to be determined but is factored into the costs outlined in this report.

### 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?		No
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>		No

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?**

##### **Consultation and Involvement**

Consultation has taken place with key stakeholders throughout the development of the proposed remodelling works at Bramhope Primary School.

##### **School Briefing Sessions**

The school's senior management team and governing body have been intrinsically involved in the development of the proposals and key considerations regarding accessibility of the design.

##### **Key findings**

The scheme will be managed via Leeds Local Education Partnership (Leeds LEP) and funded through the Learning Places Programme capital budget. The work complies with the regulations associated with the Disability Discrimination Act.

##### **Actions**

##### **Access to the Building**

All works included in the project are remodelling and refurbishment of internal areas of the existing building. Access will remain as existing.

**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:	
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Date to complete your impact assessment:	
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Lead person for your impact assessment: (Include name and job title)	
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#### 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>
Amy Smith	Project Manager	14.04.22

#### 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.

Please send a copy to the Equality Team for publishing

<b>Date screening completed</b>	14.04.22
<b>Date sent to Equality Team</b>	
<b>Date published</b> (To be completed by the Equality Team)	