

# 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> Adele Robinson	<b>Contact number:</b> 0113 378 5917

<b>1. Title:</b> Design Cost Report associated with s106 funding for primary provision in Wetherby
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 2020-2025 Best Council Plan outcomes and supports the vision in the Children and Young People’s Plan 2018-23.</p> <p>Wetherby has seen a demographic growth over recent years, with some of this linked to other housing developments.</p> <p>The Racecourse site is in the Site Allocations Plan at 1100 units with land reserved for a 2FE Primary School. Current outline planning permission in place for 800 units with construction expected to begin in 2023 – the latest update from planners indicates a build out phase over a 13-year period. Based on yield calculations, 800 units could generate approx. 1FE primary need, and eventually up to 39 places in each year group if planning</p>

permission is granted up to the full 1100 units.

This report therefore seeks approval for the funds associated with carrying out a feasibility study to assess the possibility of expanding existing schools in the area or whether there is a need to create a new 2FE primary school using land set aside as part of the Wetherby Racecourse development.

**Purpose**

A screening exercise has been carried out to determine if carrying out a feasibility study to determine how additional primary places can be created in Wetherby using s106 contributions will impact upon equality.

**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 including Ward Members and senior officers in Children's & Families and City Development regarding the need for additional primary places in the Wetherby area.

Consultation will take place with planning and highways, legal, land and property and the associated schools as part of the feasibility study.

##### Key findings

The scheme will be delivered by the Projects and Programme team in City Development in conjunction with Norfolk Property Services (NPS)

##### Actions

##### Access to the Building

Access discussions will form part of the feasibility study. However any proposed works relating to existing schools will not impact on access arrangements.

**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>
Adele Robinson	Senior Project Manager	17/6/22

### **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>	17/6/22
<b>Date sent to Equality Team</b>	
<b>Date published</b> (To be completed by the Equality Team)	