

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: City Development	Service area: Projects & Programmes
Lead person: Adele Robinson	Contact number: 0113 378 5917

1. Title:
Is this a:
<input type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other

2. Please provide a brief description of what you are screening
<p>Main aim</p> <p>The existing modular building is approximately 40-45 years old and has reached end of life stage. A condition survey carried out by Norfolk Property Services (NPS) identified the following issues with the building, therefore it is recommended for replacement.</p> <ul style="list-style-type: none"> • Timber facias are in poor condition <ul style="list-style-type: none"> • External walls in poor condition • Number of patched repairs to external walls evident • On the front elevation there is a section of steel frame exposed forming the joint between the bays • Outer skin of the wall adjoining the door is in poor condition

- Door frame is rotten and allows water into the building
- External skirting has started to delaminate and peel away from the building allow water to get in
- Signs of decay to base of the walls

The building is utilised for Year 5 and Year 6 classbase and therefore forms part of the school's key accommodation. The main school building is extremely small with no options to replicate these spaces from remodelling existing floor area. Therefore, a like for like replacement building is required to provide 2 new classrooms with toilets and storage space.

The early works package enabled key orders to be placed with the modular contractor and surveys to take place in advance of the main DCR sign off, to ensure the new building is handed over for September 2022.

It is an extremely tight programme therefore the decision needs to be taken at the earliest opportunity so the construction works and fit out of the building can continue.

NPS have been commissioned to manage the process and work in conjunction with the Project Manager from the Project and Programmes team in City Development. The modular contractor will be selected from a framework contract as a direct call off in line with procurement rules.

Purpose

A screening exercise has been carried out to determine if the modular replacement for Moortown PS will impact upon equality.

- The building will be replaced on a like for like basis therefore providing disabled access for staff and pupils etc.

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
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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"> • Eliminating unlawful discrimination, victimisation, and harassment • Advancing equality of opportunity • Fostering good relations 		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 regarding the modular replacement at Moortown PS including the school, Sphere Federation and senior officers in Children's & Families and City Development

Key findings

NPS have been commissioned to manage the process and work in conjunction with the Project Manager from the Project and Programmes team in City Development. The modular contractor

will be selected from a framework contract as a direct call off in line with procurement rules.

Actions

Access to the Building

Access will remain as existing to the modular building.

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
Adele Robinson	Senior Project Manager	29/7/22

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

Date screening completed

29/7/22

Date sent to Equality Team

Date published

(To be completed by the Equality Team)