

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: Communities Housing and Environment	Service area: Climate Energy and Green Spaces
Lead person: Simon Frosdick	Contact number: 3786002

1. Title: Landscape Service Review of Staff Structures

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify:

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

The approval under delegation of a substantive review of staff structures within the Landscape service area and seeks Chief Officer approval to cease the current function.

The Landscape structure has evolved from one first implemented in 2010 and since that time the needs and demands for site development works have changed with alternative delivery mechanisms in place elsewhere within CEGS and across the council. The operational budget for the landscape team had an annual income target above £500k and the service area consistently struggled to meet this.

These actions will address pre-existing problems with an aging workforce and skills shortage in the section and remove a budget pressure for 2024/25.

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?**

The proposed structural revisions will produce an overall reduction in headcount with resultant savings on wage and transportation costs. It would allow those staff that wish to leave the service to do so quickly whilst supporting those who wish to remain to be positioned into viable work teams undertaking appropriate work tasks at existing pay and grading terms.

Ensuring the structural sustainability of the council's service provision supports efforts to provide high quality green spaces and supports the council's Clean Air Strategy and the Parks and Green Spaces Strategy.

- **Key findings**

These proposals will make provision for a more flexible, multi-skilled workforce.

The revision of staffing structures enables rationalisation of delivery, providing long term support and supervision for staff remaining with the council and reduces the number of vehicle journeys and plant use overall. This will help to meet targets to reduce carbon emissions and supports the council's Clean Air Strategy. Poor air quality is recognised as having disproportionately negative impacts on children, pregnant women and people with certain health conditions. Individuals most vulnerable to the effects of air pollution include:

- children
- older adults
- pregnant women
- people with existing medical conditions, especially those related to the heart and lungs

Pollution in the air we breathe is associated with many different health impacts. It is recognised as a contributing factor in the onset of heart disease and cancer. 54 of every 1000 deaths that occur in Leeds can be linked to air pollution exposure. Improved emission levels will improve overall the air quality in the city improving liveability for those groups disproportionately effected including those with disabilities arising from health conditions that effect respiration.

- **Actions**

The 3 staff members who wish to remain with the council have indicated a desire to be allocated to job roles that operate from the Arium site to limit disturbance and it is anticipated that this can be accommodated. Therefore, it is not envisaged that any existing employees are at risk. Upon completion of assimilation and recruitment

processes to the new position identities all existing positions will be deleted from the structure.

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 Climate Energy and Green Spaces	15/11/2023
Date screening completed		25/09/2023

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: 10/05/2024
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: