

## Equality, Diversity, Cohesion and Integration (EDCI) 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.

<b>Directorate: City Development</b>	<b>Service area: Active Leeds</b>
<b>Lead person: Lee Paton</b>	<b>Contact number: 0113 3787701</b>

### 1. Title: Aireborough Leisure Centre Improvements

Is this a:

Strategy / Policy

Service / Function

Other

**If other, please specify**

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

Aireborough Leisure Centre (ALC) has been assessed as requiring both maintenance and internal improvement works, that will offer updated facilities aimed at the more successful activities on offer at the centre. Both elements of the project will make ALC more financially viable over the longer term by improving the building's fabric and modernising the lighting, insulation, heating and ventilation and acoustics in the building, as well as focus on those activity areas that have proved to be successful at attracting customers over recent time.

The works will improve accessibility issues including increased space in the gym that could accommodate specialist sports equipment, better lighting for visually impaired

users, better acoustics in the Activity Hall for those with hearing impairments and improved environmental conditions through the modernisation of the heating and ventilation system in the building which will benefit users and staff members. The roof works will improve energy performance of the building reducing both energy costs and the centre's carbon footprint.

### 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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>	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 delivery of the project will assist people to access activities and improve their health and wellbeing. The internal improvement works have been developed in line with Sport England's Accessible Sports Guidance.

Key considerations for the internal improvement works include making ALC even more accessible for as wide a range of users as is possible. It should be noted that the works are being undertaken on an existing building, that was originally constructed in the 1970s, so there are some limitations to the improvements that can be implemented. However, consultees have been agreeable with the proposals that have put out for public consultation. The improvements works will improve accessibility for:

- A variety of disabled people (as defined in the Equality Act 2010)
- Older people
- Young people
- Staff members

The key improvements to ALC that will impact on customers with accessibility needs will include:

- The installation of a new more flexible flooring system in the Activity Hall
- New LED lighting throughout the area of the Centre being upgraded, that will assist some people with a visual impairment as well as being able to deliver mood lighting, which has potential to positively impact on people who have neurodivergent conditions.
- Acoustic improvements that will be delivered by the installation of porous absorbents and will increase sound absorption in the Activity Hall
- An increase in the size of the gym. This will enable a more compartmentalised approach that can accommodate a wider range of training techniques, including the potential for specialist training equipment, such as recumbent exercise bikes.
- Relocation of the accessible WC on the ground floor, which is currently located behind access barriers. The new location will be in the Centre's entrance foyer.

In addition to the public consultation event that was held in December 2023, the project team presented the proposals to the Council's Disability and Wellness Network (DAWN) on 20 March 2024. Again, the group was supportive of the proposals with no specific concerns raised.

The DAWN group was supportive on issues such as improved lighting and acoustic performance, as well as a larger gym that will have potential to accommodate specialist exercise equipment. The improved flooring in the Activity Hall was also noted as being beneficial for a variety of people. An area for consideration that was raised was the location of disabled parking at the Centre, whilst the works are underway. The Project Team advised that this would be monitored, but that it shouldn't pose an issue as the site welfare facilities will be located to the rear of the Centre.

The Project Team will keep the DAWN updated as the scheme progresses.

- **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)

Based on the population of potential service users located within the catchment area of ALC (within a 5km radius), which offers a potential membership of between 3,300 and 3,600 should Active Leeds's projection be realised. This would be an increase of memberships between 500 and 800 and is estimated to be achieved between 3 and 5 years. This presents an opportunity to bring a diverse representation of the community together across several different sporting activities.

The proposals offer improved facilities for a range of users and as such, there hasn't been opposition to the scheme.

- **Actions**

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

Based on current increased demand for some activities, the scheme has focussed on delivering additional capacity within these activity areas. It is anticipated that this will boost participation in sporting activities and generate more revenue as membership numbers grow.

Increased numbers of people utilising the Centre will help to improve both physical and mental health and wellbeing throughout the community.

ALC will continue to promote the activities on offer to all users and it is expected that the improvements delivered through this project will serve to increase accessibility to the Centre.

Customer satisfaction will be regularly monitored by Active Leeds, which will increase any negative impact on a particular group being identified at an early stage, in order that the issue can be adequately mitigated.

**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:	N/A
Date to complete your impact assessment	N/A
Lead person for your impact assessment (Include name and job title)	N/A

<b>6. Governance, ownership and approval</b>		
Please state here who has approved the actions and outcomes of the screening		
<b>Name</b>	<b>Job title</b>	<b>Date</b>
TBC	TBC	TBC
<b>Date screening completed</b>		TBC

<b>7. Publishing</b>	
<p>Though <b>all</b> key decisions are required to give due regard to equality the council <b>only</b> publishes those related to <b>Executive Board, Full Council, Key Delegated Decisions</b> or a <b>Significant Operational Decision</b>.</p> <p>A copy of this equality screening should be attached as an appendix to the decision making report:</p> <ul style="list-style-type: none"> <li>• Governance Services will publish those relating to Executive Board and Full Council.</li> <li>• The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.</li> <li>• A copy of all other equality screenings that are not to be published should be sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a> for record.</li> </ul> <p>Complete the appropriate section below with the date the report and attached screening was sent:</p>	
For Executive Board or Full Council – sent to <b>Governance Services</b>	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent: TBC
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: