

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: Communities, Housing and Environment	Service area: Climate, Energy and Green Spaces
Lead person: Sonya McDonald	Contact number: 0113 3788693

1. Title: Visitor Attraction Admission Charges – January 2025

Is this a:

Strategy / Policy

Service / Function

Other

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

The report proposes the implementation of 5% increase relating to the admission charges for Temple Newsam Home Farm, Tropical World and Lotherton Hall. To implement the table of revised charges as shown in Appendix A from 6th January 2025.

The structure of the fees has been broadly increased by 5% or close to 5% for marketing purposes.

Please see the attached report and Appendix A for further details.

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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?		✓
Have there been or likely to be any public concerns about the policy or proposal?	✓	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		✓
Could the proposal affect our workforce or employment practices?		✓
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 		✓

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 review of visitor admission charges has taken into account the current financial environment,

including the rate of inflation and increased costs of service provision, and balances this with the cost of living crisis.

The structure of the fees broadly increased by 5%. Any increase in charges could have a disproportionate effect on those on lower incomes or suffering financial hardship. These proposals retain the existing concession arrangements for children, carers, Leeds Card holders and Max Card holders (looked after children, children with additional needs and their families).

The proposals also enable the Council to continue to provide these valued visitor attractions and supports the maintenance of wider, free-to-access, green space across the city.

- **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)

The increase of charges for the attractions ensures they are able to be provided to a high standard and continue to bring communities together. The provision of such facilities increases learning, community engagement and aids the health and well-being of the participants. The income from the charges enables the Council to continue to provide these valued visitor attractions and supports the maintenance of wider, free-to-access, green space across the city. There are concession arrangements within the proposals for children, carers, Leeds Card holders and Max Card holders.

- **Actions**

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

There are no new actions required. Existing promotion of the opportunities to access reduced entry charges will continue.

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
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Sonya McDonald	Head of Commercial and Estates	17 th October 2024
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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	
Date sent to Equality Team	
Date published (To be completed by the Equality Team)	