

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.

Directorate: Communities Housing and Environments	Service area: Green Spaces Service
Lead person: Vicki Marsden	Contact number: 0113 3785540

1. Title: Woodland Creation Initiative

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

The woodland creation initiative involves the planting and establishment of new woodlands on Leeds City Council owned green spaces across the city. The creation of new woodlands is a KPI for the city specifying 50 hectares of new woodlands created every year up to 2045.

This screening encapsulates all woodland creation sites as a blanket screening for all woodlands across the city. On average 75 schemes per year since 2020 have been delivered across the city with new whip (sapling) planting areas and parkland standard tree schemes.

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?** (**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)

Being part of the wider Climate Energy and Green Space Service and the emphasis of the climate emergency declared in 2019 the woodland creation initiative presents an opportunity to engage and educate children and the wider community in tree planting across the city and the benefits this provides.

When a woodland is planted it is clearly with the long term intention that land is not used for any other purpose. It is therefore important that liaison is conducted across the council to determine if there could be other potential plans or alternative future usage of potential sites.

Community engagement and involvement is vital for such an ambitious programme of woodland creation to be successful. Potential sites are identified by the public, local ward councillors, colleagues within CEGS and the wider council. As suitable sites are identified, local ward members are consulted initially before wider involvement with relevant community groups and making plans available publicly.

The primary National Curriculum has an emphasis on outdoor learning and the Green Spaces service facilitates educational visits for over 40,000 children each year. A woodland creation teaching resource pack for all school is available for all Leeds schools free of charge. This is also supported by seed collection sessions with schools annually throughout September and October. Schools are also invited and get involved in woodland planting sessions with the ranger team.

A seed sowing campaign is held every year during September and November encouraging all residents in the city to engage in collecting seeds in their local parks and 13 seed boxes are located across the city allowing geographic access to the collection boxes.

The Arrium is a hub for seed sowing sessions for Leeds residents to get involved in the woodland creation process.

The seed collection campaign and volunteer tree planting all help foster good relations with residents across the city.

All tree planting proposals follow a consultation process for residents to engage and raise any public concerns for specific locations and raise any issues the team may be unaware of.

When designing new woodlands this includes the ecology and suitability of the tree species for each site. The design also includes public access, safety, especially women and girls' guidance, sight lines, pathways, and access points.

The planting of new woodlands is carried out by a number of teams affecting the workforces' work schedules. Green spaces operational teams, contractors and volunteers supported by the rangers' team plant all the woodlands proposed. The volunteer sessions are considerate of access, times of the day, inclusive of protective characteristics and can be adapted to

participants needs whilst considering and acknowledging that tree planting requires physical activity in green spaces with varying access. All tree planting takes place throughout the winter therefore teams are focused on this work throughout November to February.

- **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 proposals address the areas for concern identified above.

- **Actions**

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

The project team will continue to implement the community engagement programme and identify a range of suitable sites for tree and woodland planting across the city. In addition the ranger team will focus on widening participation of volunteers to ensure volunteers are representative of the city's citizens and the equality characteristics.

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
Vicki Marsden	Parks Technical Manager	29/10/24

Date screening completed	29/10/24

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:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: