

## APPENDIX 3

### 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: Strategic Asset Management</b>
<b>Lead person: Neil Young</b>	<b>Contact number: 0113 5351241</b>

**1. Title:** Agreement for Less than best lease for the development of Old Cockburn Sports Hall

Is this a:

Strategy / Policy

Service / Function

Other

**If other, please specify**

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

This form outlines work undertaken to assess the impact of a decision to grant an agreement for lease to a community organisation for the construction of a new community building on the site of Old Cockburn Sports Hall in LS11,

The site was community asset transferred to Hamara in 2017 and has been predominantly accessed by the community for sport and recreational activities.

Hamara have come to the view that the current premises is no longer fit for purpose owing to its poor condition and limitations with the layout of the building. They have proposed to demolish the current building and replace it with a new, purpose-built community facility which will expand and futureproof the community services and activities delivered from the site.

This screening document is to assess the impact that this proposal will have on current service users and the broader community.

### 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 scope of this proposal is not insignificant. Hamara's ambition is for the new facility to support residents in South Leeds on a range of outcomes including Health Promotion, Youth Activities, Older People's Services, Saturday Supplementary School, Learning Disabilities, Education and Employment & Training Programmes. It will also be used as a location to deliver the Halo service which provides support and activities for people with learning disabilities.

Hamara's stated ambition is to provide services and activities for residents living in South Leeds, particularly those that live in areas of deprivation. Many of these services are targeted with a focus on mental, physical and financial wellbeing which in itself demonstrates a robust position on EDCI.

The proposal that is being considered should be viewed as a continuation and expansion of an existing project as opposed to a completely new scheme. Hamara are a trusted partner organisation of Leeds City Council and have a strong track record in delivering contracted services as well as other broader services to the community. These services as well as the proposed outcomes of the project are set out comprehensively in the business case for Cockburn Centre. Hamara also undertook extensive consultation and engagement with local stakeholders and partners, service users and the wider community to guide the formation of their business plan for the centre.

- **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 requirement for the new centre to have an inclusive approach to the whole community, including marginalised groups and women and younger females as been impressed upon Hamara who have responded positively to this ask. They have committed to the centre delivering specific provision for these groups and that these outcomes will be captured and measured through funding monitoring requirements.

Hamara’s commitment to provide services and activities for South Leeds communities is a key aspect of the project. South Leeds is very diverse in terms of its composition of people from different religious and cultural backgrounds and nationalities. The proposed new facility has the potential to become a cohesive meeting point that brings various groups together to access a diverse range of services that deliver positive outcomes.

Hamara’s services have strong representation from residents of a South Asian descent. This is primarily a consequence of the location of Hamara assets and people that live in those communities. Hamara are clear that their services are available to all to access and that a new facility with the scope to deliver a broader range of services and activities will diversify further their customer base.

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

Hamara to acknowledge and agree to monitoring visits to the centre by Leeds City Council officers to take place at least once per year (once operational).

Hamara to agree to share upon request from Leeds City Council any requests for information regarding attendance of activities and services at the centre (once operational).

Hamara to agree to work with Leeds City Council to address any EDCI matters that arise during their tenure of the centre.

Hamara to share advertisements and other promotional materials with Leeds City Council relating to the activities that take place at the centre (once operational).

**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

<b>Name: Neil Young</b>	<b>Job title:</b>	<b>Date:</b>
Neil Young	Asset Management Officer	23 <sup>rd</sup> January 2025
<b>Date screening completed: 23<sup>rd</sup> January 2025</b>		

## 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](mailto: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 <b>Governance Services</b>	Date sent: 030225
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: