

# 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.

<b>Directorate: City Development</b>	<b>Service area: Sport &amp; Active Lifestyles</b>
<b>Lead person: Helen Evans</b>	<b>Contact number: 22 43184</b>

## 1. Title: Garforth Leisure Centre

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify -

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

### Summary of main issues

1. Full Council had previously resolved that officers pursue a community asset transfer of Garforth Leisure Centre to the Schools Partnership Trust ( SPT), giving the Director of City Development authority to approve the transfer subject to a satisfactory business plan being submitted by SPT.
2. Full Council had also agreed that the centres' hours be reduced from 103 hours to 31 whilst the transfer was pursued, however funding was provided by area committee initially to support additional hours, allowing the centre to open for 58.5 hours.
3. The CAT process has taken considerably longer than anticipated with SPT unable to provide a business plan by August 2012. However, as a consequence of good operational management Garforth leisure centre is now operating on a financially sustainable basis on the extended 58.5 hours, therefore bringing into question the benefits of pursuing a Community Asset Transfer at this point in

time.

### **Recommendations**

4. That the proposed community asset transfer of Garforth leisure centre to the School Partnership Trust be discontinued
5. That Garforth Leisure Centre be retained under council control on 58.5 hours per week.

### **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).

<b>Questions</b>	<b>Yes</b>	<b>No</b>
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"><li>• Eliminating unlawful discrimination, victimisation and harassment</li><li>• Advancing equality of opportunity</li><li>• Fostering good relations</li></ul>		

If you have answered **no** to the questions above please complete **sections 6 and 7**

### **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)

This proposed strategy (way forward) is specifically designed to help reduce health inequalities, one of the Council's (and Sport's) key aims. It highlights the fact that although Leeds is probably the most active big city in the UK, there are still large pockets of unhealthy inactivity in the less-advantaged communities in the city. This strategy is trying to target these areas, building on recent positive improvements.

- **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)**

- **Actions**

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

## **5. If you are not already considering the impact on equality, diversity, cohesion and integration you will need to carry out an impact assessment.**

As demonstrated above, these considerations are integral to the strategy report, so a separate impact assessment is not required.

As specific proposals are developed there may be a need for consultation, further screening and specific impact assessments, as appropriate.

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

## **6. Governance, ownership and approval**

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Mark Allman	Head of Sport & Active Lifestyles	10 <sup>th</sup> September 2012

## **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

<b>Date screening completed</b>	Draft 9 <sup>th</sup> September 2012
<b>Date sent to Equality Team</b>	Draft 11 <sup>th</sup> September 2012
<b>Date published</b> (To be completed by the Equality Team)	