

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: City Development	Service area: Asset Management
Lead person: Jane Cash	Contact number: 43493

1. Title: Wade’s Charity: Proposed Contribution Agreement for the use of Future Capital Receipts

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The screening considers the potential establishment of a Contribution Agreement between Wade’s Charity and the Council about the use of future capital receipts from future sales of land leased by the Council from Wade’s Charity. This seeks to adopt the principle of the equal allocation of funds from the potential disposal of their assets between themselves, and the Council and the earmarking of the receipts on the Council to future improvement projects to Wade’s land or property that is leased by the Council, the majority of which is open space in community settings.

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)

This proposal that funds received from the disposal of any Wade's asset are shared equally between the council and Wade's. These funds are then to be used for the improvement of assets owned by Wade's but managed by the Council on their behalf.

Through the development of the improvement proposals for sites such as Gott's Park and others in the future, the Council will address issues such as access to sites, path conditions, sign posting and way marking, improving facilities that have fallen into

disrepair or are a health and safety issue and providing new facilities on these sites that have not been provided previously.

- **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)

Any proposals developed will be subject to significant consultation with Friends of Groups, local users and ward members, to ensure that issues for user groups are taken account of and addressed, the safety and attractiveness of the site is improved thereby encouraging more users, site maintenance issues are highlighted and resolved as part of a targeted management plan and the long-term future of a grade II listed building is secured.

The following headings will form the basis of the approach to the project

Environmental Quality:-

Improvements to the site conditions and access important

Safety and Comfort of Users:-

Important to maintain separation between pedestrians and supporters on matchdays and provide active uses on non matchdays to provide some natural policing

Site Synergy to Maximise Benefits:-

Consideration to be given to design layouts and sustainability of any proposals.

Sense of Community Cohesion:-

Proposals seen as positively raising the profile and image of the local area which would have community benefits

Visitor Experience:-

Potential for this to be greatly enhanced following the implementation of the project

All of these headings are aimed to provide positive benefits to all users and will promote and improve positive relationships between groups, potential to bring groups/communities into increased contact with each other

- **Actions**

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

Through the development of project briefs for specific projects and consultation with users we will be able to identify local issues and develop design solutions for those in the scheme. By addressing these issues the scheme, the outcomes will improve conditions for users and have a positive impact on users.

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
Christine Addison	Acting Chief Asset Management Officer	
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	20 th March 2013	
Date sent to Equality Team		
Date published (To be completed by the Equality Team)		