

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: Environment & Housing	Service area: Strategy & Commissioning
Lead person: Louise Hackett	Contact number: 0113 395 1309

1. Title: Leeds Drug and Alcohol Strategy and Action Plan (2013 – 2016)

Is this a:

- Strategy / Policy**

 Service / Function

 Other

If other, please specify

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

This screening relates to the Leeds Drug and Alcohol Strategy and Action Plan (2013 – 2016). The strategy and action plan describes the council’s plans for tackling drug and alcohol misuse in Leeds, in conjunction with key partners.

The strategy replaces the Leeds Alcohol Action Plan and the Leeds Drug Strategy, both of which were due for review.

The strategy sets out four key outcomes:

- People choose not to misuse drugs and/or alcohol
- More people recover from drug and alcohol misuse
- Fewer children, young people and families are affected by drug and alcohol misuse.
- Fewer people experience crime and disorder related to the misuse of drugs and alcohol.

The document has been put together following detailed consultation with key partners including service users, members of the public, drug and alcohol treatment provider organisations, key partners such as the Police and Probation.

The document includes a vision which was co-produced with service users, members of the public and key stakeholders through a series of visioning events.

There are no negative implications for service users, partner agencies, the public and other key stakeholders. However, the strategy includes an action to review current drug and alcohol treatment services and re-commission to achieve higher levels of clients in sustained recovery. This re-commissioning activity could potentially have a negative impact on provider organisations and their staff. In order to consider this fully, a full EIA is being carried out in relation to the review and re-commissioning of services. This EIA will be reviewed and extended to ensure that it incorporates all other elements of the strategy & action plan which may not have been fully considered.

The strategy will have a positive impact on:

- Eliminating unlawful discrimination, victimisation and harassment
- Advancing equality of opportunity
- Fostering good relations

For example, the strategy aims to reduce the impact of drug and alcohol related crime and disorder, through effective partnership working. In addition, the strategy aims to ensure effective responses to vulnerable groups/individuals – e.g. the homeless, sex workers affected by drug and/or alcohol misuse.

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?		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 X 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)

N/A

- **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)

N/A

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

N/A

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:	Commenced already - ongoing
Date to complete your impact assessment	December 2013
Lead person for your impact assessment (Include name and job title)	Helen Moran Programme Management Officer

6. Governance, ownership and approval

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

Name	Job title	Date
Brenda Fullard	Consultant in Public Health	30 th September 2013

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.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screening's should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed	30 th September 2013
If relates to a Key Decision - date sent to Corporate Governance	N/A
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	30 th September 2013