

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.

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|---|----------------------------------|
| Directorate: Children's Services | Service area: Early Years |
| Lead person: Will Lunnon | Contact number: 24 76824 |

1. Title: Creation of 50 Childcare Assistant posts.

Is this a:

☐

Strategy / Policy

☒

Service / Function

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Other

If other, please specify

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

In 2013 the Department For Education has announced a substantial increase in numbers of two year olds becoming eligible for a funded free entitlement place. This increase in numbers needs to be met by both the maintained sector and the private and voluntary sectors in order to provide sufficient places for all eligible children. For some time Children's centres have not been recruiting staff when they have left and reduced the capacity for taking children accordingly. Some nurseries are also operating below Ofsted registered numbers for operational reasons. This much needed spare capacity can be accessed quickly if an additional 50 childcare assistants are recruited to the service. As a result of this increase in staffing capacity Children's Centres will be able to take in an additional 200 two year olds. This will also contribute substantially to making children centre childcare more financially self-sufficient. If this recruitment does not take place, Leeds will risk losing a substantial amount of revenue and capital funding and will not be able to meet its obligations under the 2006 Childcare Act.

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 |

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)

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| <ul style="list-style-type: none"> • 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) |
| <ul style="list-style-type: none"> • Actions (think about how you will promote positive impact and remove/ reduce negative impact) |

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| 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) | |

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| 6. Governance, ownership and approval Please state here who has approved the actions and outcomes of the screening | | |
| Name | Job title | Date |
| Andrea Richardson | Head of Early Help Service | 07/04/2014 |

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| 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 | 07/04/2014 |
| Date sent to Equality Team | 07/04/2014 |
| Date published (To be completed by the Equality Team) | |