

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: Children's Services	Service area: Built Environment
Lead person: Nigel Wilson	Contact number: 07891 271056

1. Title: Transfer of Leeds West and Leeds East Academies from E-ACT to the White Rose Academies Trust

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The decision whether or not to novate/assign all of the construction documentation and warranties relating to Leeds West and Leeds East Academies from E-ACT to the White Rose Academies Trust.

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)

Both Leeds East and Leeds West are already Academies and are therefore no longer maintained by the Local Authority. The reason for the transfer of the running/operation of the Academies from E-ACT to White Rose, is that following Ofsted's inspection of a number of E-ACT Academies, it was deemed that they were not performing to the required standards and E-ACT were therefore instructed by the DfE to cease operating 10 of their Academies, of which Leeds East and West were included.

Leeds City Council does not approve this transfer – the directive to remove 10 Academies from E-ACT and transfer them to another sponsor comes direct from the Department for Education (“the DfE”), although officers have been involved on the basis that all of the warranties, leases, building contracts etc associated with the construction of the school buildings need to be novated/assigned to the new sponsor, White Rose.

The Council cannot challenge this decision. As Local Authorities are unable to influence the transfer and therefore are unable to control the impact that the transfer may have, the DfE have undertaken an Equality Impact Assessment in relation to the Academies Bill and have also completed a Race Impact Assessment in relation to the Academies Programme – both of these are publicly available on the DfE’s website.

- **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 transfer of the running/operation of both Academies from E-ACT to White Rose does not impact on anybody or any group specifically and is not a process or decision that can be influenced by the LA. However, it does benefit the children of Leeds if the transfer improves standards and attainment.

As highlighted in the previous section, the transfer will happen irrespective of the council’s level of involvement and engagement. However, positive engagement by the Council will help to foster continuing good working relationships with the Academies.

- **Actions**

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

Academies in Leeds have the potential to contribute to the targets to meet key priorities within the Children and Young People’s Plan and the work on the Local Area Agreement

As highlighted in the previous section, the transfer will happen irrespective of the council’s level of involvement and engagement. However, positive engagement by the Council will help to foster continuing good working relationships with the Academies.

By managing the academy process and agreeing the various project documents, LCC is also fostering a positive relationship with the new Academy Sponsor.

Academies are public bodies for the purposes of the Equality Act and will be subject to the new public sector equality duty and specific duties in relation to setting equality objectives and publishing equality information. An on-going relationship between the Council and the schools will ensure that the organisations can work together to promote equality of opportunity and eliminate discrimination.

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:	
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Date to complete your impact assessment	
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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
Viv Buckland	Head of Strategic Development & Investment	12/08/14

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	11/08/14
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If relates to a Key Decision - date sent to Corporate Governance	N/A
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Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	
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