

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 Services	Service area: Commissioning & Market Management
Lead person: Maz Asghar	Contact number: 0113 247 5621

1. Title: Mediation & Disagreement Resolution Commissioned Service			
Is this a:			
<input type="checkbox"/>	Strategy / Policy	<input checked="" type="checkbox"/>	Service / Function
<input type="checkbox"/>		<input type="checkbox"/>	Other
If other, please specify			

2. Please provide a brief description of what you are screening
<p>In line with the requirements of the Children and Families Act 2014, The Special Educational Needs and Disability Regulations 2014 and the SEN and Disability Code of Practice: 0 to 25 years 2014 an independent Disagreement Resolution and Mediation Service is required for parents/carers (until their child is 18 years of age) and young people (beyond compulsory school age and up to the age of 25 years) in Leeds.</p> <p>The Children and Families Act 2014 provides an opportunity for parents and young people to go to mediation and or a disagreement resolution process prior to registering an appeal with the First-tier Tribunal.</p> <p>Parents and young people will also be able to access mediation regarding the health and social care elements of an Education, Health and Social Care Plan.</p> <p>The new mediation and disagreement resolution arrangements reflect wider movement</p>

across the Government to promote early resolution of disputes through non-judicial means.

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)

This work is aimed specifically at children and young people, and their parents, who have Special Educational Needs & Disabilities (SEN & D). The provision of this service is enshrined in the Children & Families Act 2014. Service provision therefore is a matter of legislation, all SEN & D young people and their parents can access this service as a matter of right, and will be supported to access provision by the likes of the former Parent Partnership Service (now the SEND Information, Advice & Support Service), advocacy support via organisations such as Scope, and other organisations whose role is to advocate on behalf of young people with SEN & D issues and their parents. Referrals will be monitored on the basis of SEN & D status, ethnicity, gender, etc.

• **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)

Community Accord, the organisation recommended to provide this service were originally set-up as a result of the Bradford riots, as such are very aware and experienced in the fields of equality, diversity and cohesion.

The service to be provided is very much an aspect of a comprehensive range of actions by the government to improve options and opportunities for SEN & D children, young people and their parents. In this sense the service provision should further benefit the access to support, and help children, young people and their parents to meet their aspirations.

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

On - going monitoring and evaluation of the programme will be undertaken by the CS Contracting team.

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
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	19.09.14	
Date sent to Equality Team		
Date published (To be completed by the Equality Team)		