

## Equality, Diversity, Cohesion and Integration Screening – Organisational change impacting on the workforce

As a public authority we need to ensure that all organisational change arrangements impacting on the workforce have given proper consideration to equality, diversity, cohesion and integration.

Equality and diversity will always have relevancy to organisational changes which impact on a diverse workforce. If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration then you have already carried out an impact assessment.

A **screening** process is a short, sharp exercise, which completed at the earliest opportunity will help to determine:

- whether or not equality, diversity, cohesion and integration is being/has already been considered, and therefore
- whether or not it is necessary to carry out an impact assessment.

<b>Directorate: Children’s Services</b>	<b>Service areas:</b> • <b>FGC Service, Workforce Development, Programme Management</b>
<b>Lead person: Martyn Stenton</b>	<b>Contact number: 07891 273487</b>

### 1. Please provide a brief description of the organisational change arrangements that you are screening

Proposals for the implementation of the staffing aspects in the Leeds Innovations Fund Bid ‘Family Valued: A Restorative Approach to Transforming the Children’s Social Care System’.

### 2. Consideration of equality, diversity, cohesion and integration checklist

<b>Questions</b>	<b>Yes</b>	<b>No</b>
Have you already considered equality and diversity within your current and future planning	<b>X</b>	
Where you have made consideration does this relate to the range of equality characteristics	<b>X</b>	
Have you considered positive and negative impacts for different equality characteristics	<b>X</b>	
Have you considered any potential barriers for different groups	<b>X</b>	
Have you used equality information and consultation where appropriate to develop your proposals	<b>X</b>	

Is there a clear plan of how equality areas identified for improvement will be addressed	<b>X</b>	
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If you have answered **no** to the questions above:

- there may be gaps in your equality and diversity considerations and you should complete an equality and diversity, cohesion and integration impact assessment (organisational change). Please go to **section 4**

If you have answered **yes** to the questions above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 3**.

### 3. 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)

If our bid for DFE funding is successful the proposals will provide a range of opportunities for staff. This comes at a time of a very difficult financial climate for the Directorate and other services. The Programme Team has agreed to take an integrated approach to bring the range of staffing opportunities together and progress with recruitment as soon as possible once the outcome is known from the DFE.

We are working with HR and have named HR contacts to support us throughout the proposed recruitment process. The bid contains a range of posts and a range of contract types and there will be some flexibility eg to appoint part time staff and staff who may want annualised hours contracts in some of the posts.

In order to offer opportunities for staff across a number of services who may be affected by service change we are proposing to advertise these opportunities to staff across children's services and arrange open days for staff to outline the range of opportunities available and the key requirements for each post.

There are a number of existing equality impact assessments in place at service/function level and these will be reviewed subject to the outcome of the DFE bid.

- **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 bid contains significant evaluation activity including external evaluation and longitudinal studies. This will allow us to assess the impact of the services on

communities in the city over a period of time and allow us to identify any as yet unknown and unplanned consequences.

- **Actions**

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

The potential impact of the Innovations Fund programme for a range of equality groups and the number of separate elements it contains suggest that there is a need for specific screening and assessment for different service elements to ensure that equality issues can be addressed for each element. This will build on existing equality impact assessment work in place.

**4. If you are not already considering the impact on equality, diversity, cohesion and integration you will need to carry out an impact assessment. N/A**

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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**5. Governance, ownership and approval**

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

Name	Job title	Date
Martyn Stenton	Area Head of Targeted Services	12/12/14

**6. 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

<b>Date screening completed</b>	12/12/14
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<b>Date sent to Equality Team</b>	
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<b>Date published</b> (To be completed by the Equality Team)	
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