

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	Service area: Partnership Development and Business Support
Lead person: Sue Rumbold	Contact number: 0113 3783690

1. Title: Children and Young People's Plan 2015-19

Is this a:

- Strategy / Policy**

 Service / Function

 Other

If other, please specify

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

The Children and Young People's Plan 2015-19 identifies the 3 obsessions, 5 outcomes, 14 priorities and 20 key indicators that guide the work of all those involved in the work of the Children and Families Trust Board.

The purpose of all the strategic and operational activity relating to this area of work is to help all children and young people achieve their full potential. A central element of this to ensure that the needs of vulnerable children, young people and families who experience inequality of opportunity or outcomes are identified and responded to at the earliest possible opportunity. Changes between the 2011-15 and 2015-19 plan include adding priorities and key indicators which emphasise narrowing the achievement gaps for vulnerable groups; improving outcomes for children and young people with special educational needs and/or disability; and, improving social, emotional and mental health and well being.

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. Also those areas that impact on or relate to equality: tackling poverty and improving health and well-being.

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)

The CYPP is the strategic plan for the city. Specific proposals for the way services are delivered and designed are covered in separate reports by LCC and its partner organisations as and when they emerge. This includes specific equality, diversity, cohesion and integration impact assessments.

Changes to the strategic framework in the 2015-19 plan include adding priorities and key indicators which emphasise narrowing the achievement gaps for vulnerable groups; improving outcomes for children and young people with special educational needs and/or disability; and, improving social, emotional and mental health and well being.

These changes were developed following consultation with the Children's Services workforce, children and young people, our partnership boards, partnership services and agencies, Council officers, and elected members. In addition the recent Ofsted inspection, the views of our local, national and international adviser networks, and our analysis of performance data have been used to develop the CYPP 2015-19.

Consultation included a joint planning session between the Children and Families Trust Board and children and young people; a session for elected members; an OBA workshop for a range of partners; and a discussion of challenges at the Children and Families Trust Board and in Scrutiny and Executive Board as well as the Health and Well Being Board.

- **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)

There are significant amounts of data about children and young people in the city, including Joint Strategic Needs Assessment which is currently being refreshed. The detailed delivery work which services and agencies uses this data to address EDCI issues.

The Children and Families Trust Board receives regular quantitative and qualitative reports and data on progress against the obsessions, outcomes and priorities identified in the CYPP.

These reports and the data included within often refer to equality, diversity, cohesion and integration issues and specific assessments are carried out when required.

Much of the core business of the Board is about improving the way we identify and address the needs of vulnerable children and their families and communities.

However, there is no single overarching report which brings together an overview of EDCI issues.

- **Actions**

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

With effect from 2015 it is proposed to provide an Annual equalities report which pulls together relevant data and policy on EDCI issues into one easily accessible source. This will help the Children and Families Trust Board and Leeds City Council monitor and evaluate EDCI issues, and suggest work programmes to address these issues and improve the way services and agencies respond to need and vulnerability.

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
Sue Rumbold	Chief Officer Partnership Development and Business Support	14/05/15
Date screening completed 14/05/15		

7. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality screening should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.

- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality screenings that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached screening was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent: 15/05/15
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: