

# 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.

<b>Directorate: Environment and Housing</b>	<b>Service area: Community Safety</b>
<b>Lead person: Samantha Millar</b>	<b>Contact number: 3950800</b>

## 1. Title: Police Community Safety Officers (PCSOs) – Options Paper

Is this a:

- Strategy / Policy**
                 
  **Service / Function**
                 
  **Other**

**If other, please specify**

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

The report to the Executive Board informs members of the outcome of discussions with the Police Crime Commissioner (PCC) with regard to the funding and numbers of PCSOs from April 2016. The report asks the Executive Board to choose one of the following options:

- i) To distribute one PCSO per ward, with the remaining 34 PCSOs distributed by the Police demand formula or
- ii) Distribute the PCSOs on a two per ward basis.

This screening covers the impact of the options for the distribution of local authority funded posts and is being undertaken to ensure that the Council takes account of equality considerations as part of the budget setting process.

### 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"><li>• Eliminating unlawful discrimination, victimisation and harassment</li><li>• Advancing equality of opportunity</li><li>• Fostering good relations</li></ul>	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)

PCSOs have a key role to play in providing reassurance to the public through patrol and engagement work in communities. They are also instrumental in problem solving local crime and disorder issues, involving a range of community safety interventions from prevention, safeguarding and enforcement.

Both proposals demonstrate the ongoing commitment to neighbourhood policing.

Option 1 provides flexibility to allocate and direct resources to high crime areas, increasing the number of community based police provision in those areas where demand is high. These areas tend to be in localities with concentrated populations and diverse communities. Intelligence and research has shown that community tensions are more likely to occur in these areas and result in a range of problems, from verbal disputes, breach of peace to serious violence and/ or public disorder.

Option 2 provides a level of service that is equitable across the city and ensures that public confidence in neighbourhood policing is maintained.

- **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)

PCSOs often use a restorative approach, broking positive alliances across different communities and cultures, through direct engagement with the public. Both options will continue to promote this way of working to meet short, medium and long term issues.

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

These will be addressed as a part and open and transparent communication plan following decision on the preferred option. Included in the plan will be briefings to relevant stakeholders across the city and at a locality level; with an acknowledgement that the funding formula will be revisited on annual basis.

**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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
Sam Millar	Chief Officer Community Safety	12/02/16
<b>Date screening completed</b>		12/02/16

**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](mailto: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 <b>Governance Services</b>	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: