

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: Commissioning & Contracts
Lead person: Alex Maynard	Contact number: 85427

1. Title:

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 to enter into a competitive grants process to provide a range of programmes and support designed to provide improved personal capabilities to the most vulnerable in the NEET cohort, funded via the Leeds Guarantee.

The Leeds Guarantee provides support to target groups or individuals aged 16 to 21 who are currently NEET, primarily:

- Young people at risk of offending/known to the Youth Offending Service
- children looked after / care leavers
- teenage parents (mums and dads)
- Year 11 leavers of offsite learning provision and who do not have an EET destination

Evidence suggests that these groups of vulnerable young people experience high rates of NEET and are more likely to be long term NEET. They are less likely than the general NEET population to transition to employment as an adult and as a result, those vulnerable young people who are NEET are likely to experience poor outcomes in the longer term. This makes them a priority for intervention.

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 service is specifically for vulnerable young people who are NEET and fall into one of the target cohorts, a group of around 200 young people, so will affect these young people only. A cohort analysis has taken place of the current NEET group to ascertain those 16-21 year olds who are most vulnerable of becoming NEET in the future without effective interventions.

British White Males are over-represented in the NEET group, along with 18 and 19 year olds. Information is more readily available for young people who are 16 and 17 year old due to local authority statutory duties around tracking young people. Detailed information about current EET status is more readily available for Children Looked After, and Care Leavers up to 21 as they have a Social Care PA/Worker who will have 8 week contact with them.

Young Dads who are looked after or with a partner who is looked after will be targeted, this information will be gathered from the Social Care Teams, extra effort is being put in place to track these as they have been identified as a vulnerable group through the cohort analysis.

Pilot projects have already taken place with these vulnerable groups which have included consultations and evaluations. These projects have shown that such interventions have supported these vulnerable groups into a positive EET destination.

- **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)

Currently, the Leeds Guarantee offers a number of programmes to the identified cohort in order to develop the same life skills that the majority of young people already possess. The decision to award a number of grants for the Leeds Guarantee therefore is a

continuation of the current delivery arrangement, so will maintain the current model. This means that the Leeds Guarantee will continue to provide for the most vulnerable young people in the NEET cohort.

- **Actions**

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

Each programme in successful receipt of a grant will be monitored to ensure that it reaches agreed milestones in terms of engagement and outcomes. Payment is predicated on reaching agreed milestones, so programmes will need to be successful in order to remain viable.

Successful bidders will be asked to complete an evaluation of their projects/programmes and good practice will be captured and communicated to the sector.

Due to the ongoing monitoring of the beneficiaries on the programmes/projects, the process will result in better data tracking for this cohort of young people and enable us to direct resources more swiftly and effectively in the future.

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
Sally Lowe	14-19 Partnership Manager	27/04/2016

Date screening completed

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:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: