

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: Employment & Skills
Lead person: Sue Wynne	Contact number:

1. Title: Transfer of the Leeds Apprenticeship Training Agency

Is this a:

- Strategy / Policy**

 Service / Function

 Other

If other, please specify – The withdrawal of the Council from a company jointly owned with Leeds City College to deliver apprenticeship support to SME businesses in Leeds.

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

1. The Leeds Apprenticeship Training Agency, LATA, was established as a joint venture by Leeds City Council and Leeds City College in November 2012. It is a company limited by guarantee established to support SME businesses in Leeds to create and recruit to apprenticeship positions during the economic downturn and recovery. The LATA holds the employment liability for the apprentice and loans them to the host business for a fee which covers the apprentices’ wage costs and a management fee.
2. The LATA was established with a Skills Funding Agency grant under the City Deal which ceased in March 2016. The LATA Board commissioned an independent consultant to consider the sustainability of the LATA in a changing

policy and economic context and concluded that the company would have difficulty in establishing a commercial income. As a result, the Board agreed that the current LATA business model was no longer viable.

3. The Leeds City College Board met in December 2015 and agreed in principal to continue to operate the LATA as a service to businesses and to further develop the LATA model as part of its apprenticeship growth plans. Therefore, Leeds City Council would withdraw from the LATA.
4. Leeds City College has a strong track record on valuing diversity is committed to creating a safe learning and working environment that fosters a culture of respect and openness and actively challenges discrimination in all its forms. The College's underpinning equality principles are:
 - Celebrating Diversity
 - Challenging Inequality
 - Committed to Safeguarding
5. The proposed withdrawal of the Council from the LATA is based on the sustainable operation of the service on the expiry of the grant subsidy. The College is better placed to deliver the service at a lower cost through integration with similar services. The continuation of the LATA service to businesses will contribute to the provision of a continuing wide range of apprenticeship opportunities that can be accessed by local residents.
6. The Employment and Skills Service will continue to work in partnership with the College and other training providers and local employers to influence the delivery of and access to apprenticeships. To deliver on the service Equality Improvement Priority to increase the number of BAME young people accessing apprenticeships, the service will undertake targeted research and activity to engage with BAME young people, their parents / carers, schools and community influencers to raise the awareness and knowledge of apprenticeship and tailor support to remove barriers that BAME young people may face.

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		X

equality characteristics?		
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)

- **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)

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

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 Wynne	Chief Officer	23 rd May 2016

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.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screening's should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed	31 st March 2016
---------------------------------	-----------------------------

If relates to a Key Decision - date sent to Corporate Governance	
-------------------------------------------------------------------------	--

Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	
------------------------------------------------------------------------------------	--