

# 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: City Development</b>	<b>Service area: Economic Development</b>
<b>Lead person: Gareth Read</b>	<b>Contact number: 0113 3787745</b>

## 1. Title:

Growing the Leeds Economy

Is this a:

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

**If other, please specify**

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

This screening document is in relation to the “Growing the Leeds Economy” paper, due to the discussed by Executive Board on 16<sup>th</sup> November, 2016.

The paper sets out the approach the Council is taking to reviewing the Leeds Growth Strategy, and also the steps the Council is taking to influence the development of the Northern Powerhouse strategy and the national agenda around inclusive growth.

## 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)

The new Growth Strategy aims to build strong economy within a compassionate city, which reflects the values of the council and is a main aim of the Best Council Plan. It will promote “good growth” that is inclusive and supports the reduction of inequality in Leeds. Outcomes include tackling low pay and in work progression, reducing inequality, tackling deprivation and ensuring the benefits of a growing economy reach all citizens of Leeds.

Before the strategy is produced a period of consultation is underway to gain opinion from business, communities and stakeholders. This is an opportunity to help shape the strategy and to further its inclusivity. Over 1500 businesses and stakeholders have been contacted directly and further advertising has taken place to promote the growth strategy and encourage responses.

Central to increasing growth is the skills agenda, and part of the strategy will focus on improving skills. There is also an emphasis on increasing productivity, which has a direct correlation to raising living standards and reducing inequality.

The paper also provides updates on the Inclusive Growth agenda, the northern powerhouse phase two proposals (expanding to include employment and skills, trade and investment, innovation and enterprise, and housing) and the More Jobs, Better Jobs projects. Throughout these projects the Council has set out its approach to supporting inclusive growth.

- **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 projects are designed to encourage sustainable, inclusive economic growth that results in raising living standards for all and reduces inequality.

Growth is not a certainty and a reduction in the economy will have a negative impact, and this may disproportionately affect those on lower incomes. Even when an economy shows signs of growth, this can sometimes benefit those on higher incomes and increase inequality.

The strategies considered in the paper are policy frameworks and are not complete. Whilst this prevents the possibility of measuring their effectiveness the principles of the frameworks make it clear that the projects will not have a negative impact on equality, diversity, cohesion and integration.

- **Actions**

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

The council is collaborating with other organisations to further promote equality and inclusion. The Joseph Roundtree Foundation is an independent organisation working to inspire social change through research, policy and practice.

For the growth strategy we are working with the Centre for Local Economic Strategies, who aim to create positive environmental, health and social outcomes. In their work the relationship between place, economy and people is central.

Working alongside these organisations ensures that the inclusive growth agenda is central to our aims to grow the Leeds economy. They are able to be a critical friend and can monitor new policies as they develop.

There are some important lessons to learn from the Sustainable Communities Investment Programme regarding regeneration in the city in order to tackle deprivation. Cross working through the council including with the regeneration team will ensure that these and other local neighbourhood initiatives are included in the growth strategy and the inclusive growth agenda.

**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>
Gareth Read	Senior Economic Development Officer	3 <sup>rd</sup> November, 2016
<b>Date screening completed</b>		3 <sup>rd</sup> November, 2016

### **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: