

Appendix B

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 Services	Service area: Built Environment
Lead person: Viv Buckland	Contact number: 270408

1. Title: Extension of the Leeds Local Education Partnership contract

Is this a:

Strategy / Policy
 Service / Function
 Other

If other, please specify This is an extension to an existing contractual arrangement

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

The purpose of the report is to update members on the work the Leeds Local Education Partnership (LLEP) has undertaken for the Council since its inception in April 2007 and to seek approval to extend the Strategic Partnering Agreement entered into with the LLEP (which formed part of the Building Schools for the Future Programme) for a further five years. The LLEP will have exclusivity to develop Council funded capital works over £100,000 on secondary schools and provided for a range of partnering services which could be applied to the wider estate.

A screening exercise has been carried out to determine whether the proposed extension to contract has the potential to impact on equality, diversion, cohesion and integration.

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	

Comment [EP]:
This first section should reflect all the things that have been taken into account in your consideration to extend the contract

Comment [EP]:
We'd assume that an edci was completed prior to the original contract (2007) being put in place – you may wish to refer to this

This should have informed the contract, for example: a requirement within the original contract to ensure equality was incorporated within all building expansions

You can then refer to this and the fact that....
....since 2007 previous equality legislation has been expanded with the introduction of the Equality Act 2010. This has expanded the range of legally protected characteristics and this eia reflects this

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)

Equality issues were considered as part of the award of original contract in 2007. Since 2007 the equality legislation has been expanded through the introduction of the Equality Act 2010. This has expanded the range of protected characteristics and this EIA reflects this. The extension of contract will enable the Council to review and update the Equality provisions within the contract and its associated specification to ensure it meets current standards as well as build in employment and skills outputs which will be tailored to the individual schemes. This contract will facilitate the delivery of a number of permanent expansion projects each of which will require consultation with key stakeholders. Set out below is a generic consultation outputs which will be tailored to specific scheme requirements.

- **Public consultation sessions (Where applicable)**
These will be held from the outset of the expansion proposal and also prior to the submission of the planning proposal when detailed plans will be presented. Local residents, parents and key stakeholders will be targeted as part of this process. These will be held at the school or a venue within the locality.
- **Consultation with Planning and Highways Officers**
Periodic discussions will take place with colleagues at key points within the project development and all comments will be incorporated into the final proposals submitted for planning.
- **Staff Briefing Sessions**
The core school management team will be involved in the development of the proposals and a key design consideration will be physical and visual accessibility.
- **Councillor Briefing Sessions**
Local ward members will be kept abreast of the design proposals and their subsequent development as the scheme progresses.
- **School Governing Body**
The school governing body will be regularly updated on progress and allowed to feedback with comments on an ad hoc, upon request basis.

• **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 impact of this decision is wholly positive in the context of EDCI. There were a number of issues that arose during the life of the contract that the partners resolved, none of these have been related to equality issues. Each project delivered through this arrangement will be designed to comply with British building regulations and the Equality Act 2010. As such all aspects of the building and associated development will be designed with accessibility and inclusion in mind.

Comment [EP]:
This isn't clear....is it referring to equality legislation?

Comment [EP]:
Needs to expand in relation to equality....
- How will you make sure the consultation is meaningful, accessible and targeted

Comment [EP]:
What is meant by this....is it physical accessibility, visual accessibility for example:
- Level access, lifts, toilet facilities, colour guidance for people with visual impairments and mental health issues etc
-does it include staffing and visitor as well as pupil access

- **Actions**
(think about how you will promote positive impact and remove/ reduce negative impact)
As part of the extension process we will:-
 - revisit the contract refresh/update it in line with current equality legislation
 - consider further current equality monitoring requirements and whether these need extending
 - undertake appropriate consultation and engagement for each project
 - carry out separate equality assessments for each project delivered under this arrangement.

Comment [EP]:
This section should reflect any key actions for example:
 - We shall revisit the contract refresh/update it in line with current equality legislation
 - We will consider further current equality monitoring requirements and whether these need extending
 - We shall undertake appropriate consultation and engagement for each project
 - Need to confirm whether separate equality assessments will be completed for each project...if so. State this within this section

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
Viv Buckland	Head of Learning Systems	October 16
Date screening completed 7.10.16		

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 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: _____

Comment [EP]: If the report is going to executive Board – complete this date

Comment [EP]: If the report is a delegated decision – complete this date