

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: Complex Needs
Lead person: Catherine Henderson	Contact number: 247 85430

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

This decision will seek permission to award cooperation agreements between the Council and each of the five Area Inclusion Partnerships (AIPs) for delivery of services to keep children and young people included in high quality learning, putting the interests of the child before those of school structures and organisations first and safeguarding their right to a mainstream education wherever this is possible and meets their needs.

Arrangements with AIPs are long-standing but the need for these agreements has arisen due to the need to clearly define the focus of the funding to support inclusion and to improve the monitoring and evaluation of the funding use and outcomes for children and young people. The agreements will cover provision for 2017-18 and will run until 31st March 2018, with the option to extend by a further 12 months.

Awarding these cooperation agreements under the exempt contracts clause of

Contract Procedure Rules will ensure:

- The Local Authority meets its obligations under the Children and Families Act (2014) Local Offer Regulations.
- Funding is spent wisely.
- Children and young people in Leeds are included in high quality learning, the interests of the child are put before those of school structures and organisations and their right to a mainstream education is safeguarded wherever this is possible and meets their needs

AIPs will be closely performance monitored against the following outcomes:

- Achieve and maintain 'zero permanent exclusions' in Leeds
- Significantly reduce fixed term exclusions and the duration of exclusion and in particular the exclusions amongst over-represented groups
- Improve attendance
- Improve the progress and quality of the learning outcomes and destinations (including timely return to mainstream education) of children and young people who experience learning in an alternative provision.
- Reduce the time that any child or young person is missing out on 25 hours of education (unless otherwise indicated by medical advice).
- Ensure timely early help assessment where there are additional needs for the child or young person and their family, particularly when a child has had three or more fixed term exclusions.
- Offer parents/carers and young people access to guidance and advocacy where there is a risk of exclusion within two days of notification.
- Offer parents/carers support on the legal process around permanent exclusion within two days notification of a permanent exclusion.
- Support progression of children and young people in meeting individual needs and identified outcomes

Therefore awarding these agreements are vital to ensure improved outcomes for all children and young people in Leeds.

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)

- **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)

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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:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
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: