

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.

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| Directorate: Children and Families | Service area: Safeguarding, Specialist and Targeted |
| Lead person: Sal Tariq | Contact number: 0113 378 83614 |

1. Title: Implementation of the Innovation Bid Funding

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify.

The main report sets out our initial approach to changes associated with the implementation of the innovation bid.

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

The initial changes associated with the implementation of the £9.6M 3 year investment in the city's services for children and families; in particular the recruitment of staff to the following areas:

- The Restorative Early Support (RES) Teams;
- Developing a network of practitioners and experts for using the 'Formulation and Leeds Practice Model';
- Post Removal Support Service;
- The Leeds Relational Practice Centre to build upon our work as a 'Partner in Practice' with the Department for Education.

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 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)
[As part of the new ways of working we will continue to help and support vulnerable groups. Our programme has included a pilot in one of the cluster areas as proof of concept and to learn lessons for future roll-out. An evaluation has already commenced](#)

which involves obtaining feedback from key stakeholders, including families, this will enable us to understand and address any impact in this area. The work will have a direct impact in supporting the following vulnerable groups:

- Disabled children;
- Children with special education needs;
- Young carers;
- Those showing signs of engaging in anti-social or criminal behaviour;
- Those who have returned to their family home from care; and,
- Those showing early signs of abuse and/or neglect.

- **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 RES offer and new ways of working will help support local work being undertaken at a cluster level. An initial evaluation of the '2Gether' Cluster has been extremely positive from both a staffing point of view and families. The 7 RES Teams are based around the clusters with the highest needs to facilitate positive impacts.

All our staff will be expected to meet our core values which will be monitored through the supervision and appraisal process.

In addition our operational management group includes representatives from all key stakeholders, including colleagues from Commissioning. This will enable us to identify and manage any potential inequalities.

- **Actions**

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

The innovation work is being used to support our ambition to make Leeds the best city on the UK by 2030. We will be building upon early work that has already had positive impact on the outcomes for children, young people and families and on service delivery within Leeds. Examples of this early work were set out in the initial innovation bid and included:

- Improvement in school attendance; and,
- A reduction in the number of young people not in employment, education or training.

The RES Teams will be based in the cluster areas with the highest needs, based upon data within our social care systems. Using a hub and spoke approach we will be able to make a 'RES' offer to all our clusters in the city.

We are confident that early interventions and support for children, young people and their families will promote stability and better emotional wellbeing. In addition the new ways of working will help us to develop outcomes that are more meaningful to families and therefore reduce the risk of inequality or negative impact.

We will continue to consult and engage with key stakeholders (including staff, members, Trade Unions) to ensure that our innovation work does not have any adverse impact. We will also be subject to an external evaluation by the Department for Education and will

build upon any lessons that are identified as part of this exercise.

5. If you are not already considering the impact on equality, diversity, cohesion and integration you will need to carry out an impact assessment.

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| Date to scope and plan your impact assessment: | N/A |
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| Date to complete your impact assessment | N/A |
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| Lead person for your impact assessment (Include name and job title) | N/A |
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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 |
|-------------|------------------|--------------|
| Sal Tariq | Deputy Director | 23 June 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).

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| Date screening completed | |
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| If relates to a Key Decision - date sent to Corporate Governance | |
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| Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk) | |
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