

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 Service	Service area: Built Environment
Lead person: Ed Staveley	Contact number: 0113 24 75351

1. Title: St Catherine’s Children’s Home - Refurbishment

Is this a:

Strategy / Policy
 Service / Function
 Other

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

- **Main aim**
 The Children’s Services ‘Turning the Curve’ plan has successfully reduced the number of looked after children by reducing the number of external residential and independent fostering placements. To support this strategy, the refurbishment of the identified home will ensure Leeds City Council meets national guidance for living standards in children’s homes. It will improve the authority’s capacity to offer better quality in-house placements designed to be short term where ever possible, at a lower cost to external residential placements, and provide a more cost effective range of provision for children who need to be looked after even for a temporary period.

- **Purpose**

A screening exercise has been carried out to determine if the internal refurbishment will impact upon equality. Leeds City Council has a duty to offer sufficient and suitable accommodation for all Children and Young People who need to be accommodated and looked after. The internal refurbishment will reduce the institutional feel and update the décor throughout the building.

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?		No
Have there been or likely to be any public concerns about the policy or proposal?		No
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		No
Could the proposal affect our workforce or employment practices?		No
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 	Yes	

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)

Consultation and Involvement

Consultation has taken place with key stakeholders throughout the development of the refurbishment proposal for St Catherine's children's home.

- **Consultation with Planning & Building Control.**
Periodic discussions have taken place with colleagues at key junctures within the refurbishment scheme. All comments have been incorporated into the final proposals for projects requiring formal approval.
- **Councillor Briefing Sessions.**
Local ward members have been informed of the proposal via a briefing note and will be kept informed of progress. Any appropriate alterations or recommendations required have been included in the project.
- **Staff and Young People at St Catherine's Children's Home.**
The staff and residents have been consulted throughout the design process and periodically updated on progress. This level of engagement has enabled any feedback / comments to be incorporated into the final design.

- **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 proposed refurbishment at St Catherine's children's home has been designed with compliance to British building regulations, a requirement of which is the adherence to the Disability Discrimination Act and the associated building regulations linked to this legislation.

- **Actions**

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

Access to the Building

The internal refurbishment works required at the home will ensure compliance to the current standards as set out by Ofsted. The works will maintain or enhance the existing access throughout the building.

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
Jane Walne	Programme Manager	22nd September 2017

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.

Please send a copy to the Equality Team for publishing

Date screening completed	22 nd September 2017
Date sent to Equality Team	22 nd September 2017
Date published (To be completed by the Equality Team)	