

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 & Families	Service area: Learning Improvement
Lead person: Andrew Eastwood	Contact number: 0113 37 83604

1. Title: Cultural Cohesion Quality Mark
Is this a:
<input type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other
If other, please specify Quality mark/ award to improve cultural cohesion across Leeds

2. Please provide a brief description of what you are screening
The Cultural Cohesion Quality Mark (CCQM) will support organisations and communities to develop the knowledge, understanding and behaviours needed to enjoy living and working in communities where cultural diversity is recognised, appreciated and promoted. By evaluating and improving the values, principles, structures and practices of organisations and communities that play a role in the lives of Leeds citizens, the scheme aims to improve equality and reduce discrimination

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).
<ul style="list-style-type: none"> • How have you considered equality, diversity, cohesion and integration? <p>The Cultural Cohesion Quality Mark has been developed to promote harmonious communities through working with organisations and community groups to evaluate and improve their values, behaviours and knowledge in relation to positive cultural and diverse practice.</p> <p>Transformation in these areas will contribute to increased community cohesion and cultural harmony, a reduction in inequality gaps, greater customer satisfaction, improvement in relationships between diverse communities, improvements in the diversity of the workforce and more favourable outcomes for vulnerable communities.</p> <p>The potential impact of participation in the scheme within any organisation is improved cultural responsiveness in governance, personnel, content of delivery, practice of delivery and management. The goals of the Quality Mark are all aimed at valuing diversity and increasing integration and cohesion by improving cultural competency of organisations and communities. The CCQM is being developed in support of the Council's commitment</p>

to equality, diversity, cohesion and integration that is integral to the Best Council Plan. The scheme is being led by the Learning Improvement Team within Children and Families, in collaboration with a multi-sector partnership including wider Children and Families officers, educational professionals, West Yorkshire police, Voluntary Action Leeds (VAL), schools and governors. It has been developed by and for multi-sector organisations, communities and businesses, and it aims to improve cultural competencies both in Leeds and beyond.

- **Key findings**

The ultimate goals of the CCQM are:

- To support organisations/communities to develop a defined set of values and principles, and demonstrate behaviours, attitudes, practices and structures that enable them to work effectively cross-culturally.
- To support organisations to develop the capacity to (1) value diversity, (2) conduct self-assessment, (3) manage and understand the dynamics of difference and seek out commonalities, (4) acquire and institutionalise knowledge on diversity, and (5) adapt to the contexts of the individuals and communities they serve.
- To provide organisations/communities with external recognition for their commitment, action and progress towards cultural competence.

The vision for the CCQM, as agreed by the development group, is to create:

‘A culturally competent community in which every individual from any background feels understood, valued, respected and safe. The CCQM promotes creating a harmonious community where every individual gains opportunities that allow personal success and fulfilment; and where they are committed to helping others feel the same way.’

The task of creating a culturally competent society in which all individuals and communities live side-by-side harmoniously, feeling respected, safe and valued, and having equal opportunities to for personal success and fulfilment, is complex and multi-faceted. It is however, a task which must be urgently addressed. The CCQM will provide a platform to increase and institutionalise positive cultural awareness and practice, and reduce segregation and inequality across Leeds communities and beyond.

- **Actions**

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

The accreditation process focuses on developing skills, practice, participation and innovation through building culturally responsive attitudes, policies, structures and practices. There is a focus on the development of five specific areas, namely: governance, personnel, content of delivery, practice of delivery and management. The aim is to enable all organisations, individuals and communities to work effectively to best meet the needs of their diverse customers, communities and businesses and thus reduce inequalities. Through the method-based quality mark, individuals will develop the knowledge, understanding and behaviours to enable themselves and others to live, work and succeed in harmonious communities.

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
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		
Date sent to Equality Team		
Date published (To be completed by the Equality Team)		