

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 and Families	Service area: Children and Families Services
Lead person: Steve Walker, Director of Children and Families Services	Contact number: For purposes of this screening, please contact John Maynard

1. Title: Approval of Leeds – Kirklees Improvement Partnership and acceptance of related grant funding from central government

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify: Three year Improvement Partnership with Kirklees Council, providing leadership, expertise, advice and support to Kirklees Children’s Services to assist in their improvement programme.

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

This screening considers if there are any equalities, diversity, cohesion and integration implications from the proposed partnership between Leeds and Kirklees. The partnership seeks to provide support from Leeds Children and Families Services to Kirklees in order to help them improve after weaknesses in their services were identified in an OfSTED inspection in late 2016.

3. Relevance to equality, diversity, cohesion and integration

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

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)

It is important to note at the outset that the proposals will not mean any substantive changes to the way that Leeds Children and Families Services will operate. The Department for Education (DfE) is providing funding to support the Partnership Agreement, which means that all staff from Leeds working in Kirklees on short or medium term projects will be covered by 'back-fill' so that other staff will undertake their duties. As such there is no implications for Leeds Children and Families Services to promote equality, diversity and cohesion in their work with the children and families of Leeds.

However, Leeds will be lead important work in a neighbouring West Yorkshire authority and it is right and proper that equality and cohesion is considered as part of this programme of work. This has been done in close consultation with Kirklees Council, local partners and the DfE during the development and agreement of the Partnership Agreement. As a values led organisation, Leeds City Council's work in Kirklees will be as focused on our equality and integration duties as it is during day to day work in Leeds. Leeds' senior leaders and staff will ensure that all projects undertaken to support Kirklees properly consider equalities at all stages of planning, implementation and review. This is a particular priority as the work is urgent and important as there is a pressing need to improve the support provided to some of the most vulnerable children and families in Kirklees. Whilst OfSTED raised no specific concerns about equalities issues or particularly vulnerable groups consideration of equalities and the needs of those with protected characteristics under the Equality Act will be a key part of some important initiatives, particularly those on improving the quality of assessments, improving performance data and improving the quality of care for Looked After Children. More generally, there is a clear need for Leeds City Council to ensure that improvement work supports all groups of children and families as equally as possible, and to properly monitor the impact of its work.

- **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)

As previously stated there will be no equalities impact of this proposal on the situation in Leeds. However, as an organisation committed to promoting equality, diversity and cohesion it is important that Leeds City Council ensures that these issues are fully considered at each stage of its work in Kirklees from planning, to implementation to evaluation. This work provides an opportunity for the Council to promote its values and promote equalities in a close neighbour in West Yorkshire.

- **Actions**

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

- Kirklees-Leeds Improvement Partnership to undertake regular reviews of the impact on equalities and the diverse groups of children and families supported through this work. This will be alongside, but additional to, regular agreed monitoring reports of the work of Leeds in Kirklees

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

<i>Lead person for your impact assessment (Include name and job title)</i>	

6. Governance, ownership and approval Please state here who has approved the actions and outcomes of the screening		
Name	Job title	Date

<p>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.</p> <p>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.</p> <p>A copy of all other screenings should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).</p>	
Date screening completed	
If relates to a Key Decision - date sent to Corporate Governance	
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	