

Equality, diversity, cohesion and integration screening – organisational change impacting on the workforce

As a public authority we need to ensure that all organisational change arrangements impacting on the workforce have given proper consideration to equality, diversity, cohesion and integration.

Equality and diversity will always have relevancy to organisational changes which impact on a diverse workforce. If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration then you have already carried out an impact assessment.

A **screening** process is a short, sharp exercise, which completed at the earliest opportunity will help to determine:

- whether or not equality, diversity, cohesion and integration is being or has already been considered, and therefore
- whether or not it is necessary to carry out an impact assessment.

Directorate: C&E	Service area: Parks
Lead person: Emma Trickett	Contact number: 0113 378 8158

1. Please provide a brief description of the organisational change arrangements that you are screening

1. A scrutiny inquiry by the Environment, Housing and Communities Scrutiny Board recommended proposals are brought forward to recruit two additional rangers to work with existing volunteers and 'friends of' groups as well as establish new community groups that support practical volunteer activities in cemeteries and crematoria.
2. The budget agreed at full council (21st Feb 2018) included provision for two ranger posts for the benefit of the cemeteries and crematoria and community relations.

2. Consideration of equality, diversity, cohesion and integration checklist

Questions	Yes	No
Have you already considered equality and diversity within your current and future planning?	x	
Where you have made consideration does this relate to the range of equality characteristics	x	

Have you considered positive and negative impacts for different equality characteristics	x	
Have you considered any potential barriers for different groups	x	
Have you used equality information and consultation where appropriate to develop your proposals	x	
Is there a clear plan of how equality areas identified for improvement will be addressed	N/A	

If you've answered **no** to the questions above, there may be gaps in your equality and diversity considerations and you should complete an equality and diversity, cohesion and integration impact assessment (organisational change). Please go to **section 4**.

If you've answered **yes** to the questions above and believe you've already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 3**.

<p>3. Considering the impact on equality, diversity, cohesion and integration</p> <p>If you can demonstrate that you've considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.</p> <p>Please provide specific details for all three areas below (use the prompts for guidance).</p> <p>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.</p> <p>The recruitment for these posts will follow the Council's policy and procedures and contributes towards the Council's commitment to protect equality characteristics as part of the recruitment process.</p> <p>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).</p> <p>The recruitment to the posts will ease the burden of the other existing Rangers and would enable the postholders to provide more support for the Cemeteries and Crematoria volunteer groups that are already established, help new groups get set up, and increase volunteering at the sites overall (through better publicity, corporate volunteering days etc.).</p> <p>The outcome of more volunteer time being spent on cemeteries and crematoria will be</p>
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improvements to these sites, since they would be better maintained (and possibly benefit from funds raised by the groups). Visitors should have a better experience and this has been proven to work following the establishment of 'Friends' groups at locations such as Lawnswood Cemetery and Woodhouse Ridge.

Actions

(think about how you'll promote positive impact and remove or reduce negative impact)

Staff will be recruited through the Council's Recruitment and Selection Procedure

4. If you're not already considering the impact on equality, diversity, cohesion and integration you'll 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)	

5. Governance, ownership and approval

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

Name	Job title	Date
Emma Trickett	Outreach Manager	2/3/18
Date screening completed		2/3/18

6. 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 the equality team	Date sent: