

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 or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Children and Families	Service area: Review of leadership teams across all service areas
Lead person: Sue Rumbold	Contact number: 0113 37 83629

1. Title: Children and Families re-design

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

Our ambition in Leeds is to improve outcomes for all children and young people and we know we need to do more to make a difference for children and young people who are particularly vulnerable. We have made significant changes and improvement in safeguarding outcomes, this proposal is focusing on how we configure our services to ensure we improve learning outcomes for our most vulnerable learners including children and young people with special educational needs and disabilities (SEND)

Potentially, there could be compulsory redundancies. Reductions will be managed voluntarily wherever possible using the ELI scheme.

The review is underpinned by the following principles:

- Service design; to deliver improved outcomes for children and young people in

Leeds.

- Service alignment; to facilitate working in partnership within and outside the directorate maximizing impact on outcomes
- This review will also be undertaken working restoratively with leaders and staff who will be impacted and those services affected by the changes
- All aspects of children's services will be considered in terms of the impact of any changes.

Specific details of the proposals are that the following posts are deleted;

- X1 Head of Complex Needs (Dir 65%)
- X3 SEND Area Leads (Dir 52.5%)
- X2 Targeted Services Area Leads (Dir 52.5%)
- X1 Chief Officer Learning Improvement (Dir 80%)

And the following posts are created/reinstated;

- X1 Chief Officer Social Work (Dir 70%) re-designated from Chief Officer Learning Improvement
- X1 Head of Learning Improvement (Dir 60%)
- X2 SDM Early Help (Dir 45%)
- X2 Service Improvement Managers (PO6)

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies and policies, service and functions affect service users, employees or the wider community – city wide or more local. These will also have a greater or 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. Also those areas that impact on or relate to equality: tackling poverty and improving health and well-being.

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 	X	

<ul style="list-style-type: none"> • Advancing equality of opportunity • Fostering good relations 	<p>X</p> <p>X</p>	
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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)

A number of areas will be considered during our Equality Impact Assessment, which are:

1. Analysis of staff at risk of redundancy
2. Profile of ELI requests and leavers
3. Design of roles and accountabilities in the new structure
4. Impact on diversity staffing profile as a consequence of the review

- **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)

An analysis of staff at risk of redundancy has been performed. This shows:

6 staff are in scope for Managing Staffing Reductions (MSR), of which:

- **17%** (1 person) is **male** (lower than the service profile of 26%)
- **83%** (5 people) are **female** (higher than the service profile of 72%)
- **0%** (0 people) are **disabled** (lower than the service profile of 4%)
- **All** staff at risk are in the **age range 40-64** (higher than the service profile of 80%)
- **17%** (1 person) is **BME** (this is equal to the full service profile)
- Due to the small numbers affected no specific comments will be made around **religious beliefs**.
- Due to the small numbers affected no specific comments will be made around **sexual orientation**
- **17%** (1 person) is a **Carer** (higher than the service profile of 6%)

(The full service profile is based on all staff at JNC, JNC Teacher and Soulbury grades)

Elements 1-8 will be discussed and shared with Trade Unions and staff during the course of the review.

• **Actions**

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

Equality Impact Assessment, focussing on elements 1-8 above to be conducted as part of the service review.

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:	Share draft with Trade Unions beginning of Feb
Date to complete your impact assessment	To align with the service review timetable
Lead person for your impact assessment	Sue Rumbold, Chief Officer

(Include name and job title)	Partnerships and Health
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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
Steve Walker	Director – Children and Families	31/1/18
Date screening completed		

7. Publishing	
<p>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.</p> <p>A copy of this equality screening should be attached as an appendix to the decision making report:</p> <ul style="list-style-type: none"> • 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. <p>Complete the appropriate section below with the date the report and attached screening was sent:</p>	
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 equalityteam@leeds.gov.uk	Date sent: