

# 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.

<b>Directorate: City Development</b>	<b>Service area: Employment and Skills</b>
<b>Lead person: Sue Wynne</b>	<b>Contact number: 0113-3950440</b>

<b>1. Title: Delivering employment and skills opportunities through the Council's procurement</b>
Is this a:
<input checked="" type="checkbox"/> <b>Strategy / Policy</b> <input type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>

<b>2. Please provide a brief description of what you are screening</b>
<p><b>The inclusion of Employment and Skills obligations to be considered in contracts where the value of the contract is over £100k threshold where it is shown to offer appropriate value for money.</b></p> <p>The recession and a slow recovery has reduced the number and type of jobs that are available to local people and this has had a disproportionate impact on the most disadvantaged groups. The Council is well placed as a buyer of goods, works and services to promote the employment and skills agenda. The Council spends in excess of £800 million annually on buying in goods, works and services. Sustainable procurement, that is, using the Council's buying power to secure social, economic and environmental objectives in ways that offer real long term benefits, already forms a part of Council policy but is not explicit in relation to employment and skills. This policy decision aims to close that gap.</p>

### 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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>	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).

- **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)

In February 2012, there were over 66,220 benefit claimants of working age in Leeds. In August 2012, 25,024 benefit claimants were actively seeking work of which 7,375 were aged between 18-24 years. Evidence from the last recession and the current data

indicates that increased unemployment has disproportionately impacted on those neighbourhoods with the highest levels of claimants. Targeted support to enable those seeking skills training and paid work will reduce the benefit claim period, help local people develop the skills to secure, stay and progress in work and improve their lives. Employment and skills obligations will include minimum levels to be achieved and be targeted to specific communities and claimant groups as well as cohorts of young people engaged in employability and skills programmes.

- **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 proposal will increase access and build on good practice where benefits have benefited all social groups, however the opportunity through the recommendations aims to increase the number of opportunities available

- **Actions**

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

Robust reporting frameworks will identify beneficiaries that have benefited from the opportunities that have been generated to access the effectiveness of the approach, findings and impact reports will be provided on an annual basis and provided to both Executive Board and Scrutiny Board as required

**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
Sue Wynne	Chief Officer Employment and Skills	0113 3950440

**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

<b>Date screening completed</b>	15 <sup>th</sup> October 2012
<b>Date sent to Equality Team</b>	16 <sup>th</sup> October 2012
<b>Date published</b> (To be completed by the Equality Team)	