

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: Environments and Neighbourhoods	Service area: Community Safety
Lead person: Liz Jarmin	Contact number: 278078

1. Title: Update - West Yorkshire Police and Crime Commissioner

Is this a:

☒

Strategy / Policy

☐

Service / Function

☐

Other

If other, please specify

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

The initial equality implications relating to the introduction of elements of the Police Reform and Social responsibility Act 2011

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 – for some elements of the bill	
Have there been or likely to be any public concerns about the policy or proposal?	X – at the national and local level concerns have been raised about the election of Police and Crime Commissioners	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	X – yes, some services that have previously been commissioned locally, may be commissioned via the office of the PCC	
Could the proposal affect our workforce or employment practices?		X But could effect that our of partners
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 – potentially, but not fully known at the moment

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;

- | | |
|--|-----------------------------|
| 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). | |
| <p>A) 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 – see Ai below) with those likely to be affected)</p> <p>This is a government Act. Further work is required to better understand the specific equality considerations for Leeds. Detailed equality impact assessments have been undertaken by the Home Office.</p> <p>Ai) Is the consultation /engagement listed on Talking Point? Yes <input type="checkbox"/>
 No <input checked="" type="checkbox"/></p> | |
| <p>B) 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>Not known at this time</p> | |
| <p>C) Actions
 (Think about: how you will promote positive impact and remove/ reduce negative impact)</p> <p>Further work is required to identify the equality implications for Leeds. This will not be possible until the PCC is elected and the commissioning and funding arrangements that they will employ are now. This is likely to be in the New Year.</p> | |
| 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: | Provisional date March 2013 |
| Date to complete your impact assessment | March 2013 |
| Lead person for your impact assessment
(Include name and job title) | Liz Jarmin |

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

Type of Decision being assessed

Please tick as appropriate

Key (Incurring expenditure or making savings over £250,000 each year
and or outcome will have significant effect on communities living in an area comprising two or more wards)

☒

Major (incurring expenditure or making savings over £100,000 per year)

☐

Significant Other (as Delegated Decision Making definition set out in Pt 3 of Constitution)

☐

Administrative (not in conflict with approved policies and do not raise new issues of policy)

☐☐

Name	Job title	Date
Liz Jarmin	Head of Community Safety Partnerships	09/11/2013

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.

Date screening completed	09/11/2013
Date sent to Equality Team (cc Service Improvement Section - Linda Marsh)	
Date published (To be completed by the Equality Team)	