

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

Directorate: Customer Access and Performance	Service area: Intelligence and Improvement/ Localities and Partnerships
Lead person: Heather Pinches	Contact number: 07891 274638

1. Title: Review of Area Working

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify: This screening assesses the relevance of equality, diversity, cohesion and integration to a high level review of area working which had been a discrete piece of work with a further programme of implementation.

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

The screening looks at how equality, diversity, cohesion and integration is relevant to, and addressed within, a high level strategic review of area working. The review makes a number of recommendations some of which do have impacts and relevance for equality, diversity, cohesion and integration. These are referenced within the review but will be actioned through work to implement the review

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?		
Have there been or likely to be any public concerns about the policy or proposal?		
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		
Could the proposal affect our workforce or employment practices?		
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		

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)

Overall aim – the aim of the review was to consider ways to ensure more locally responsive and accountable service delivery that meets the needs of local people. Equality was included within the approach of the review to ensure due regard to equality was integrated into all aspects of the review rather than as separate activities.

- Views of stakeholders – a key part of the review was gathering views from key stakeholders on area committees, area leadership/support and area working. During the review this focused on internal stakeholders of council officers and elected members but the implementation phase will require further consultation from a broader range of stakeholders. The area leaders were members of the project team and the work was overseen by an all party working group of members.
- Existing policy and procedures – the role of area committees is governed by rules and procedures set out in the council constitution which are drawn up in line with the council's broader statutory duties, including due regard to equality.
- Wider localism agenda – the wider government agenda of localism was also considered as part of the review which is about devolving power and decision making closer to the community with the idea that this will better reflect local needs.
- Delegations – the review considered what council services might be formal delegated to area committees in order to bring them more directly under the influence of local members and subject to more local decision-making. The aim being to ensure more local responsiveness and accountability. The review also considered other mechanisms for achieving this aim besides formal delegation. Overall regardless of the mechanism the aim would be for service delivery to better reflect local needs and the views of the local community.
- Partnerships – the review also sought views on the links between area committees and various partners through a range of partner bodies.
- Geography – the review considered the geography of the area committee boundaries and different methods for dividing the city based on deprivation, population, and similarity of communities
- Links to executive members – the interaction between executive members and area committees was looked at particularly how local needs identified through area committees can feed into policy making.

• **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)

- Policies and procedures - equality is clearly represented within a number of the formally stated roles of an area committee. These include: to act as a focal point for community involvement, help members listen to and represent their communities, help member understand the specific needs of the community in their area. However, the legal duty was not specifically referenced.
- Area committee decision report templates include a section on equality which requires authors to formally set out how due regard has been given or provide assurance that it is not relevant.
- The issue of resource allocation was raised and discussed as part of the review from two perspectives. First a review of the funding formula for the allocation of wellbeing money which was endorsed at 50% per capita and 50% deprivation as a simple but pragmatic way to reflect differing needs across the city. Secondly resource allocation in relation to delegated services with the issue of “fair share” in terms of resource allocation coming through very strongly, in the consultation. But it is important that we are able to balance members desire to get the best service for their ward with the ability to target resources to address and prioritise inequalities across the city. This issue is best considered on a case by case basis depending upon the service to be delegated/more locally determined. There is also the opportunity going forward to shift the focus of the discussion from “resources in” to outcomes supported by local data and evidence including the analysis of outcomes by equality characteristic and the views of local people. However, although improving this is not necessarily in place for all services
- The review concluded that there was no rationale for major change to area committee boundaries at this time; and indeed that the disruption in making changes to boundaries would potentially detract focus from improving outcomes in the local area.
- The review proposed the development of the existing member champion roles into an area lead role in order to ensure that local needs are better represented in policy development and implementation.

- **Actions**

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

- Consideration be given in the on-going review of the constitution to referencing equalities duties more explicitly
- Further consultation with relevant stakeholders is undertaken within the implementation phase
- Area committees to appoint defined area lead roles, with the role to include providing a local political lead on key issues and supporting the relevant executive portfolio holder and officer lead(s) especially in bringing a local perspective to policy development and feedback on service provision.
- Continued work to develop better local information for local members and area committees with analysis, where necessary and possible, by equality characteristics.
- Member Development Working Group are currently developing a new framework for the community leadership role which includes skills and tools to help members engage better with the community and to empower the community to help themselves. All this will enable members to better understand and represent the views of their constituents.

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:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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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
Kathy Kudelnitzky	Chief Officer Localities and Partnerships	30 th Nov 12

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

Date screening completed	16 th Nov 2012
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If relates to a Key Decision send to Corporate Governance	
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Any other decision please send to Equality Team (equalityteam@leeds.gov.uk)	
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