

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: Public Private Partnerships and Procurement	Service area: Resources
Lead person: Mark Forbes	Contact number: 0113 39 52451

1. Title: Leeds City Region Revolving Investment Fund (LCR RIF) Project

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The Revolving Investment Fund (RIF) is being established to address identified market failures in the provision of commercial finance to support the acceleration of economic growth and job creation in the Leeds City Region. The long term objective is to grow the Fund, however it will be initially capitalised by fonder authorities in the region. Leeds, Bradford, Kirklees, Wakefield, York, Harrogate, Calderdale have expressed an interest in becoming "Founder Members" in the Fund. The Leeds City Council investment is £6.4m.

The Phase 1 launch (programmed for the end of June 2013) will target asset based construction and housing projects that require short term loans that are over £1m. The loans will be made on a commercial basis at state aid compliant rates with a maximum target return period of 5 years. The investments would have a minimum public/private funding leverage ratio of 25/75. Returns from investments made will be

reinvested in the Fund (unless otherwise agreed unanimously by Founder Members in due course).

An outline Investment and Monitoring Process has been developed incorporating two main decision points. The first decision point is a high level decision by an LCR Joint Committee of Member Authorities to identify if the project fits with the Investment Strategy, what economic benefits it is likely to generate and if it is capable of providing a commercial return on investment by the Fund and whether it is therefore recommended for consideration by the RIF at the detailed due diligence stage.

Investments will be made predominantly within the Founder Member geographical areas (Leeds, Bradford, Wakefield, Kirklees, York, Harrogate and Calderdale). However, in exceptional cases investments will be considered in projects outside the geographical area of the Founder Members, if the economic benefits to the region warrant their inclusion.

Investments will be drawn down from member authorities in proportion to where the economic benefit is identified to accrue.

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"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 	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)

The Investment Strategy and legal arrangements for the Revolving Investment Fund (RIF) has been developed by key members of the RIF project team, including colleagues from partner authorities, Leeds City Council Staff and Legal & Financial Advisors. When developing these documents and proposals for the RIF, best practice in relation to equality issues within the City Council and across the Leeds City Region have been taken into account, ensuring that the project embraces and promotes Leeds City Council policy objectives in respect of equality, diversity and community cohesion. During the document development, key issues and actions were assigned accordingly to ensure that any requirements were addressed throughout the development process and were embedded in the legal agreements and project documentation.

It was considered that there could be a more significant impact on certain groups, dependent on the type interest and applications received. As the impacts will be apparent through the type of projects being invested into, this has been the focus of much of the work.

Key impacts being equality, diversity, cohesion and integration highlighted in the findings section of the report and addressed in the Actions section.

- **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 potential impacts on different equality characteristics have been identified on the RIF Project. The main issues identified at during the development of the fund are as follows;

- Loan recipients breach core City Council Policies relating to equality, diversity and cohesion
- Investments help fund practices or projects that unlawfully discriminate, victimise

or harass employees/members of the public or other stakeholders

• **Actions**

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

The information from the development of the fund and related documentation considered how the project and related investments could impact on equality, diversity, cohesion and integration.

The impacts identified have been used to strengthen the Investment Strategy in relation to equality and diversity, cohesion and integration.

In order to ensure the key findings above were addressed and/ or managed at the appropriate time either during the assessment of applications, through the investment decisions, and monitoring phases the actions set out below were highlighted:

- A 'Responsible Investment Policy' is to be developed and agreed
- The Investment Strategy will include the need to comply with the above 'Responsible Investment Policy'
- All investment decisions and monitoring procedures will be carried out in compliance with this Policy
- Investments will not be made to any companies that breach the LCC Equality, Diversity, Cohesion and Integration policy or that are involved in any practices deemed to be unethical, in accordance with the 'Responsible Investment Policy'.

The 'Responsible Investment Policy' is to be agreed and implemented prior to the first investment being made by the RIF.

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
	Chief Officer PPPU	4/06/13

DAVID OUTRAM

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.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screening's should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed	29/5/2013
If relates to a Key Decision - date sent to Corporate Governance	4/6/2013
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	

