

# 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: Citizen and Communities</b>	<b>Service area: Partnerships</b>
<b>Lead person: Rachael Loftus</b>	<b>Contact number: 0113 24 75661</b>

**1. Title:**  
Response to the Deputation to Council on destitution in the asylum seeking population of Leeds

Is this a:

**Strategy / Policy**
                 
  **Service / Function**
                 
  **Other**

**If other, please specify**  
Response to deputation

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

**The Council's response to a delegation highlighting issues of asylum related destitution in Leeds.**  
**The deputation requested 3 actions by Council, and the report includes background information to enable the Executive Board to be able to reach a decision on action on each. These are: writing to the home secretary, endorsing the findings of the All Party Parliamentary Inquiry into asylum seeking children, and supporting the policies of the Still, Human, Still Here campaign.**

### 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)

Looked at the impact of destitution on disproportionately vulnerable groups:

- Women
- Children
- People with life-limiting medical conditions, such as HIV and TB
- People with mental health issues, particularly those with Post Traumatic Stress Disorder
- People with disabilities or social care needs – that do not qualify under the National Assistance Act

• **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)

That the impact of destitution has a devastating impact on all who experience it, but that within the asylum-destitute population there are additional vulnerabilities:

- Women account for approximately 1 in 5 of the asylum-destitute population, but are more likely to encounter sexual exploitation or sexual violence as a result of their destitute state, and are more likely to stay with a violent partner or in an insecure relationship in order to avoid homelessness
- Because of statutes to protect children, there are not supposed to be any children in destitution however the findings of the APPG Inquiry showed between 10 and 20% of destitution cases including children
- Destitute asylum seekers who also have HIV, whilst they still have the right to access medical care, they have difficulty keeping their medication at the right temperature when in insecure accommodation or street homeless, an insubstantial diet also contributes to poorer health outcomes
- Local charity Solace, recognised experts in the field of mental health and PTSD support for asylum seekers, say the impact of destitution on people with diagnosed and undiagnosed mental health conditions is often overwhelming, and that the stress of the asylum system itself is contributory. Without adequate access to mental health support as well as basic living needs, people become more vulnerable to poor mental health, self harm and suicide.
- The National Assistance Act provides for people with social care needs in a limited definition. People with disabilities not included in the NAA become more

vulnerable when made destitute.

Potential positive impacts if the Executive Board decides to undertake the actions requested are:

- Greater clarity between national and local obligations will enable the Local Authority to best get help to those who most need it
- Reinforce our commitment to protecting vulnerable individuals and providing opportunities fairly for all
- Clarify the local authority's practice on keeping track of destitution cases in the city

• **Actions**

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

Working with the Home Office to better prepare people with newly granted refugee status in order to eradicate people with recourse to public funds slipping into destitution

Working with National Government to clarify lines of responsibility will enable the local authority to plan and maximise its budget spend to meet the needs of the most vulnerable.

Working with the migrant voluntary sector will help to make sure that the Council's approach is to support good relations between refugees and the settled community more generally.

**5.** If you are **not** already considering the impact on equality, diversity, cohesion and integration you **will need to carry out an impact assessment**.

Equality and diversity considerations contained in the paper.

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
James Rogers	Assistant Chief Executive, Citizen and Communities	14 June 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.

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](mailto:equalityteam@leeds.gov.uk). For record keeping purposes it will be kept on file (but not published).

<b>Date screening completed</b>	14 June 2013
If relates to a Key Decision - <b>date sent to Corporate Governance</b>	13 June 2013
Any other decision – <b>date sent to Equality Team (equalityteam@leeds.gov.uk)</b>	