

# 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: Children's Services</b>	<b>Service area: Children's Residential Care</b>
<b>Lead person: Rob Murray</b>	<b>Contact number: 0113 2473249</b>

<p><b>1. Title:</b> <b>Children's Homes Strategy for Leeds.</b></p>
<p>Is this a:</p> <p> <input type="checkbox"/> <b>Strategy / Policy</b> <input checked="" type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b> </p> <p><b>If other, please specify</b></p>

<p><b>2. Please provide a brief description of what you are screening</b></p> <p>A comprehensive review of the current children's homes' provision in Leeds was carried out over the last 18 months. This included consultation with children and young people living in the homes at that time, care leavers, families, carers and linked professionals. The views and wishes expressed by the children and young people were to live in small homes that can better replicate a family environment and to live in local communities like any other young person.</p> <p>The report of the Head of Service for Looked after Children outlines the plans to close and relocate two of the existing eight bed children's homes in Leeds, one situated in Otley, the other in Headingley. These homes would be replaced by the opening of three smaller homes in Leeds, the exact locations of which are yet to be determined.</p>
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**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)

The views and wishes expressed by children and young people over the last eighteen months, to live in smaller homes and in local communities, were carefully considered in the development of this proposal and further work has taken place with the children living at Inglewood and Wood Lane.

The young people living at Inglewood and Wood Lane children's homes have been informed and consulted about the current proposal, some of them were also consulted eighteen months ago and their views remain the same, they would like to live in small homes situated in local communities. They have been supported by their social workers and Leeds Children's Rights Service throughout this process.

At Inglewood Children's Home some young people currently have plans in place to move on from residential care and others will remain living in children's homes. This latter group have been consulted by the registered managers of the two homes and by a Children's Service Delivery Managers for Residential Care about their preferences in where they would like to live in the future.

The young people at Wood Lane have been clear that would like to move as a group into one of the smaller homes, they have been consulted about the areas of the city they would prefer to live in and those they would not. Once the locations of the homes have been confirmed the young people will visit the locations and be consulted about any work required to upgrade the homes.

The staff teams working at Inglewood and Wood Lane were part of a larger piece of work undertaken eighteen months ago which outlined the move from larger children's homes into smaller buildings that better able to replicate a family home.

The staff team working at Inglewood Children's Home, supported by their union convenors, is currently engaged in a consultation exercise with a Children's Service Delivery Manager for Residential Care and a senior HR officer to discuss and decide their preferences about where they would like to work once the home has closed.

The staff team at Wood Lane have been made aware of the proposals and have indicated that they would like to move as a staff team with the young people living at Wood Lane into one of the smaller homes. A consultation exercise will commence with this staff team once the exercise at Inglewood is concluded.

Consultation will take place with the ward councillors for the areas where the three new homes are proposed once the areas are clearly identified.

Consultation with the local communities and local agencies and services will also commence once the areas are decided.

- **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)

Whilst the views and wishes of the young people to live in smaller homes within a local community have been considered and are now being acted on, it is recognised that if not sensitively managed and supported there could be a negative impact on young people moving from Inglewood to another children's home.

There will be an impact on staff members working at Inglewood who will be deployed as additional staff to other children's homes.

The impact on the young people and staff team at Wood Lane is likely to be less as they will move as a group to a new location.

In relation to the new homes proposed, the impact on the communities where they will be situated has to be considered and any concerns of the communities addressed. Good relationships with the local communities will be established through a series of meetings with local people and by open and transparent discussion.

- **Actions**

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

Young people at Inglewood will continue to be informed of any progress with the proposal. They will continue to be actively involved in choosing where they would like to live in the future. Once they have moved to a new placement the young people will continue to be supported by staff from the Inglewood team and will decide who they would like to do this.

The staff team at Inglewood are being consulted about where they wish to work in the future. Staff have the opportunity to visit as many other children's homes as they want and are able to work shifts at other homes shadowing workers there. This will support staff to make informed choices about where they want to work in the future. The staff are being supported by their union convenors, the manager of the children's home

and line managers.

The young people and staff team at Wood Lane Children's Home are being kept informed of developments in locating a new home for them to move into. The preferences of areas in the city preferred by the young people are being taken into consideration.

Consultation will take place with the ward councillors for the areas where the new homes will be sited and the views of local residents sought at the same time.

There will be opportunities for ward councillors to visit established children's homes to view the model of care that will be replicated in the three new homes.

The staff teams of the three new homes once established will meet with their local communities and begin to establish open and supportive relationships with them.

**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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
Rob Murray	Head of Service for Looked After Children	17 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).

**Date screening completed**

	14.6.2013
If relates to a Key Decision - <b>date sent to Corporate Governance</b>	
Any other decision – <b>date sent to Equality Team (equalityteam@leeds.gov.uk)</b>	