

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: Development Department	Service area: Economic Development
Lead person: Gareth Read	Contact number: 2474180

1. Title:

Economic Success in the City

Is this a:

☒

Strategy / Policy

☐

Service / Function

☐

Other

If other, please specify

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

This screening document is in relation to a paper for Executive Board "Leeds City Council's initial response to the referendum on the UK's membership of European Union".

The paper sets out the Council's proposed initial response to the referendum on the UK's membership of the European Union held on 23rd June, 2016. Brexit will have national and local implications and Leeds will not be immune from its impact. Whilst it is important we consider carefully the implications, not all of which are yet apparent, there is a need to respond quickly to the initial implications. Our city has proved its resilience repeatedly in the past; we have a diverse economy, and are a strong community of businesses, institutions and people.

The five main actions in the paper are:

1. Maintaining momentum on major development and infrastructure schemes, and economic growth projects;
2. Supporting business and key institutions;
3. Creating a more tolerant and united city;
4. Securing devolution; and
5. Providing confident, outward-looking leadership and image of Leeds as an international city.

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. Also those areas that impact on or relate to equality: tackling poverty and improving health and well-being.

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 consequences of brexit will have an impact on the whole of the UK including Leeds. There is currently uncertainty with the form that our new relationship with Europe will take. A main theme of the Executive Board paper is creating a tolerant and united city, through continuing with the council's values in building a strong economy and compassionate city, in accordance with the Best Council Plan.

Any potential negative impacts – including a slowdown in the economy will impact the most on the poorest in society, the council is working with businesses and developers in Leeds to assess any impact, as it is still too early for the full implications to be known.

EU nationals living in Leeds are likely to feel unsure of their status in the aftermath of the referendum, as leaving the EU may end freedom of movement rules. We intend to provide information and advice to people on the implications of Brexit whilst reassuring them they are welcome to live and work in Leeds.

The young are also disproportionately affected in the sense that the majority voted to remain in the EU.

Devolution of powers from Whitehall will have an impact on Leeds citizens as more tax revenue will be able to be retained locally and more powers on spending can be controlled. These policies are predicted to benefit citizens of Leeds. One of the main reasons we are seeking greater devolution from Whitehall is to give us the powers and resources to support economic growth.

- **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 referendum resulted in a near even split of voters in Leeds. It is important to respect both sides and the paper considers the effects of brexit whilst seeking to promote tolerance and a united city.

The report is clear that any unrest or community tensions on particular groups will not be tolerated.

There is a clear need to promote a “business as usual” stance in the uncertain times ahead. Work to reassure investors and developers is key as any negative impact will have knock effects on jobs and prosperity for the city – affecting all the people of Leeds.

- **Actions**

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

The council will do all it can to reassure the citizens of Leeds, business, investors and other stakeholders throughout this period of uncertainty. To promote the city and continue with its programme to grow the economy whilst being a compassionate city that reduces inequality for the benefit of all.

We will continue to make the case for increased devolution to ensure Leeds and the City Region have the powers and resources to respond to changing economic circumstances, and to do so in a way that connects local people better with the making of decisions that affect their lives.

We will aim to enhance the image of Leeds on the global stage as an outward-looking, diverse and international city by continuing to promote inward investment in Leeds, attract international visitors, and strengthen existing international partnerships.

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
Simon Brereton	Head of Sector Development and Innovation	July, 2016
Date screening completed		7 th July, 2016

7. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality screening should be attached as an appendix to the decision

making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality screenings that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached screening was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent: July, 2016
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: