

Equality, Diversity, and Cohesion

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: Communities and Environment	Service area: Communities
Lead person: Martin Dean	Contact number: 0113 37 85783

1. Title: Community Led Local Development			
Is this a:			
<input type="checkbox"/>	Strategy / Policy	<input type="checkbox"/>	Service / Function
		<input type="checkbox"/>	Other
If other, please specify			

2. Please provide a brief description of what you are screening
<p>Community Led Local Development (CLLD) is a European Union funded programme which seeks to identify localised responses to support people identified as being furthest from the labour market. Leeds has submitted three bids to this fund, one for, broadly, each of the three inner city areas and based on the lowest 10% of LSOAs in the 2010 IMD; and these have been successful at the first stage strategic level. We are now awaiting the outcome of the second and final stage from DCLG and DWP. The bids amount to a total of £9million, £3million in each area; and the European commitment to this is 50%. The other 50% comprises locally obtained match funding; the Council</p>

commitment being £375,000 per area over five years to support a programme team to manage the CLLD programme.

The programme is being managed within the Communities Team, who have worked closely with three anchor organisations in local communities to develop Local Development Strategies (LDS) in conjunction with local people. These have selected the focus of the programme as it will be delivered in each area. The direction of the programme is led by a Local Action Group (LAG) who represent a partnership of local people, Third Sector, public and private sector organisations; and this LAG will be responsible for appraising and approving successful bids to a local grant programme which will deliver against agreed targets and in line with the LDS for that area. The Council has been asked to become the Accountable Body for the three LAG's. This will include taking responsibility for appraising bids for eligibility.

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**.

<p>4. Considering the impact on equality, diversity, cohesion and integration</p>
<p>If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.</p>
<p>Please provide specific details for all three areas below (use the prompts for guidance).</p>
<p>• 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)</p> <p>Whilst the position of Accountable Body for CLLD requires the Council to provide the core administration and legal status for Community Led Local Development, the Council has been working with key partners in local communities and other organisations for some three years in preparing for this programme of activity. In particular, from early 2016 we have worked intensively with three local Third Sector anchor organisations – GIPSIL, BARCA and Health for All – to develop Local Development Strategies, the key feature of which has been identifying groups who are economically excluded and would benefit from locally led solutions to support them towards entering employment. In each area a Local Action Group (LAG) has been established, and this partnership includes members of the community, third sector organisations, the private sector and the public sector. It is a condition of funding that people representative of the area be members of the LAGs; and also that the majority membership should not be public sector, and nor should the public sector have a casting vote.</p> <p>CLLD is specifically targeted at areas which feature in the 2010 IMD as falling within the lower 10% of LSOAs. It seeks to identify and address those within these communities who are furthest from the labour market by implementing locally designed support; and by promoting innovation in approaches and avoiding duplication of existing programmes and schemes.</p> <p>In order to do this the partners on the LAGs have consulted widely with both stakeholders and with local communities. They have identified existing provision available to the areas in question, and examined which groups are least well served by this, and what gaps in provision exist. Consultation events have targetted local community organisations representing a wide variety of groups excluded from, or who struggle with accessing, the traditional labour market; and the general public. These events have variously raised issues such as mental ill health, learning disability, young people, older people, sex workers, families who depend on benefits and have little or no linkage to the workforce, and ethnic minority women. In each area local conditions have been considered in order to further hone the proposed activities to meet the specific needs and priorities of that wider community.</p> <p>The results of this work was encapsulated in the submitted Local Development Strategies. As part of the development of each LDS, equality, diversity, cohesion and integration were considered. Each LAG has adopted an Equalities Policy which lays out its approach to equalities over the next five years of the programme, and how it will</p>

continue to operate in a way that supports diversity and integration in a sustainable way.

The interests of the community and the wider sectoral partnership continue via the LAGs, which will manage the programmes in each area, and will appraise and approve grant applications which are called against the criteria laid out in their LDS.

- **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 specifics of the funding are such that CLLD does benefit only certain groups of people, in that it targets people who live and work in the least successful areas of the city (other areas are not eligible), and the necessity of targeting activity means that each area has had to decide between competing demands which of those it would address.

However, this is not “at the expense of” other groups of people. In the first instance, this money comes from the EU / UK government, and has clear criteria for qualification and usage – it cannot be spent on areas outside the lowest 10% of LSOA’s, and it must demonstrate a clear local strategy which has specific impacts on those furthest from the labour market. As a result, in considering the results of both local research and local consultations, the LAGs have identified a smaller range of people – whether by characteristics or by geographies – who meet the funding criteria and who are largely untouched by existing programmes of activity.

For a wide range of reasons, maintaining these people outside the formal labour market is costly to society. There are real costs associated with benefits and other support, but there are also social costs in terms of their relationships with people and environments around them. By addressing their exclusions and providing support to enable them to enter, or move towards, the labour market, others will benefit in terms of improved community cohesion, engagement, and increased pride of person and place. Economic exclusion is one of the most fundamental exclusions because it prevents people from taking a meaningful place in a society where people are widely judged by work or worklessness, and accorded value from such status. By engaging with CLLD we are able to directly intervene in creating positive outcomes for people in our communities; and in the places that they live.

The clear involvement of community representatives and community organisations means that the LAGs are able to demonstrate their linkages to local community interest(s), and the ownership of CLLD by the communities in which it will operate.

- **Actions**

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

Each of the LAGs has an Equality and Diversity Policy and an implementation plan. This includes specific periodic reviews during which the LAGs must consider the actual and/or possible positive and negative impacts of their activity. Consideration of equality impacts is a requirement of the funders; and formal reviews of the programme and mid and end term also includes review of equality impacts.

The Programme Team will sit with the Communities & Environment Directorate which clear relationships to the Communities Service area, adding value to the activities through its public sector accountability duty, and linkages to others working directly with communities in the city.

Membership of the LAGs will be periodically reviewed to ensure that it continues to represent the communities served by CLLD. Co-opted places are available on each LAG to create temporary membership to ensure balanced representation and to ensure the LAG's are able to best respond to gaps.

The Programme Team will include an Animateur position in each area, whose primary role will be to support communities to access and get involved with bids to the grant funds. They will be responsible for promoting the programme, and will report on their activities to the LAG.

Impacts on equality and diversity will be monitored on a quarterly basis, and reported to the LAG and to the funders. Where delivery falls short of the agreed outcomes and fails to reach the target groups, the LAG will develop an action plan to address the shortcomings, and this will be implemented.

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
Martin Dean	Area Leader	16 th June 2017
Date screening completed		16 th June 2017

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:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: