

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: Children and Families	Service area: Workforce Development
Lead person: Andy Lloyd	Contact number:

1. Title: Children's Services Workforce – Progress and Next Steps

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify – update report

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

This screening document is intended to ensure that workforce issues in children and families' services fully and proper consider equalities issues.

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)

Equality, diversity, cohesion and integration issues are regularly and robustly considered

as an important part of the workforce strategy for children and families' services in Leeds. This includes: meetings and joint working with unions; review of workforce data by managers; analysis and action planning around workforce feedback both directly, through unions and through the corporate LCC and the dedicated Social Work Health Check surveys; discussion and joint working at regional, national level; formal reviews with partner universities and central government as part of the Teaching Partnership programme.

- **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 key issues identified through the analysis and discussion set out above are also highlighted in the main report, i.e., the need both locally and regionally to improve the representativeness of the children's workforce in two main areas: Black And Minority Ethnic workers and male workers. This is important because children and families' services work relies on building good relationships with children, families and communities. Increasing the proportion of male and BAME staff will be very helpful as improving the engagement with men and fathers is a national priority and BAME children and families are a growing part of our work in Leeds, where additional barriers of language and culture can inhibit effective working.

- **Actions**

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

Programmes of local and regional action with partner Councils and Universities and the Teaching Partnership to increase the proportion of men and BAME staff and students recruited to local children's services workforce.

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
Andy Lloyd	Head of Workforce Development	1 st September 2018
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.		
Please send a copy to the Equality Team for publishing		
Date screening completed	1 st September 2018	
Date sent to Equality Team		
Date published (To be completed by the Equality Team)		