

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: City Development	Service area: Employment and Skills
Lead person: Sue Wynne	Contact number: 0113 37 83154

1. Title: The Great Jobs Agenda

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The screening is being applied to the proposal to endorse the Great Jobs Agenda, a charter for good employment practices, promoted by the TUC as part of their Great Jobs for Everyone campaign. There are no changes proposed to Council policy or programmes.

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 charter sets out six standards that will support action to achieve great jobs. It is aimed at raising awareness and provides a tool for employers to assess the current position in the workplace, identify those areas where change is needed and to disseminate success stories and best practice.

To inform the recommendation to endorse the charter the Council's current employment policy and practice has been mapped against each of the standards alongside its role as a deliverer of employment support and skills services and its wider role as a place based leader with the ability to promote wider adoption of the charter principles by employers in the city. This shows a strong and positive alignment of Council activity with the charter standards.

The Council's current employment policies and practice and the universal and targeted supply and demand side interventions in the wider labour market have been subject to

equality and diversity/ cohesion and integration screening.

- **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 city has continued to benefit from economic growth but the hollowing out of the labour market has been accompanied by an increase in lower paid flexible jobs and the growth of in-work poverty with a resulting need to tackle growing inequality and the lack of social mobility which limits the potential of individuals who find themselves trapped in low skilled, low paid, and insecure employment. This disproportionately impacts residents living in our most disadvantaged communities with lower skill levels, women, BAME communities and young people as new entrants to the labour market.

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

The activities described in the report include the work of the Council as an employer and service provider of both universal and targeted demand and supply side initiatives to support priority groups furthest away from the labour market to acquire new skills and to secure and sustain employment, support to address low pay and progression for those in work and supporting employers to invest in skills including apprenticeships and leverage their spending to achieve inclusive growth objectives.

The activities delivered by the Council, as set out in the report, align to the Great Jobs agenda and contribute directly to our ambitions to enable all of our residents to benefit from a strong economy in a compassionate city. In particular, this range of activity contributes to the Best Council Plan outcome for everyone in Leeds to earn enough to support themselves and their families and the Best Council Plan priorities around providing employment support and supporting economic growth and access to economic opportunities. It also supports our ambitions to be a NEET-free city and a city where children and young people can grow up to lead economically active and rewarding lives.

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)

Alex Watson, Head Of Human
Resources, Resources & Housing

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
S Wynne	Chief Officer Employment and Skills	
Date screening completed		29 October 2018

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: 29 October 2018
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: