

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: Partnerships and Health
Lead person: Sue Rumbold	Contact number: 0113 3783629

1. Title: Thriving: A Child Poverty Strategy

Is this a:

Strategy / Policy **Service / Function** **Other**

If other, please specify

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

Thriving: A Child Poverty Strategy, aims to set out a way to mitigate the impact of child poverty in Leeds.

The full strategy is being created based on consultation from a wide range of partners. It takes into account the barriers faced by children who live in poverty and looks at how council directorates and a large range of partners can do more for children living in poverty in Leeds.

Equality considerations are an integral part of the approach to addressing child poverty in Leeds and further equality considerations will be given to all aspects of work within this strategy as they are developed further.

The content of the strategy is being screened to ensure that there are no negative impacts on equality, diversity, cohesion or integration.

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?**

This strategy is being developed in consultation with a wide range of partners, and it is still undergoing consultation. Placing prominence on equality, diversity, cohesion and integration is key to this work, as it aims to improve the lives of those who experience poverty. A key stakeholder in our work is children and we have ensured that the voices and experiences of children living in Leeds is at the forefront of our strategy.

There is a focus on Equality and Diversity and Cohesion and Integration throughout all aspects of developing and implementing this strategy. This includes: understanding those people potentially impacted; our partnership arrangements are reflective of communities affected; tying in intelligence, resources and work that is being done across the city to develop new knowledge and assess what makes the best difference and why.

This strategy is focused upon eliminating the impact of experiencing poverty, which has provided the opportunity for partnerships to form between external and internal partners. We recognise the variations in the complexity and breadth of the impacts of poverty, and are therefore addressing the impacts of experiencing poverty from a multi-organisational approach, which is based upon inclusive and equal partnerships. This strategy incorporates the formation of strong relationships between children and young people, council directorates, schools, education provisions, academics, third sector, private sector, public sectors, and community representatives to work on policies and projects which are low cost, but provide high impact solutions to improving the lives of children and young people in poverty.

Through this strategy, different partners across the city will work together to share their understanding, knowledge, resources and good practice to help tackle the impact of poverty on children and young people. We want to improve the opportunities and enable better outcomes for children and young people by collectively combatting the challenges that they face. The work will be overseen by the Child Poverty Impact Board, who will analyse key findings and promote these across the city.

Equality Improvement Priorities have been developed to ensure our legal duties are met under the Equality Act 2010. The priorities will help the council to achieve its ambition to be the best city in the UK and ensure that as a city work takes place to reduce disadvantage, discrimination and inequalities of opportunity. The council's equality improvement priorities have taken into account the protected characteristics as required under the Equality Act 2010.

- **Key findings**

Our Equality Improvement Priorities recognise poverty as a barrier that limits what people can do and can be. We have, therefore, included priorities that address poverty as we recognise that a number of the protected characteristics are disproportionately represented in those living in poverty.

We have recognised that disadvantaged children are not a single group; characteristics such as Special Education Need and Disability (SEND), ethnicity and EAL (English as an Additional Language) interact with disadvantage with varying impacts on progress rates, gaps with non-disadvantaged pupils and the long term impact of disadvantage.

Key Impact Workstreams have been identified and will be clustered around six areas: Health and Wellbeing; Employment and Pathways; Readiness for Learning and School Age Education: Housing and Provision: Empowering Families and Financial Health and Inclusion.

- **Actions**

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

- We will maintain and develop the work that is already being done to combat child poverty in Leeds
- We will ensure all aspects of the work will give due regard to equality
- We will continue to work in partnerships with children, young people, their families and internal and external partners, to ensure our strategy is shaped by the people who are living in poverty and by the partners who are working first-hand with these individuals
- We will also be working in close partnerships with third sector and private sector groups to provide further support to disadvantaged individuals and to collaborate with these partners to see what more can be done to help those living in poverty
- We will continue to monitor the data and trends on poverty in Leeds to ensure that the work we are doing is still effective and targeting the right areas across the region
- We will assess the success of the work being done by the impact workstreams to ensure that each workstream is producing tangible outcomes and working towards the broader ambition of reducing the impacts of poverty on children
- The strategic board will assess the learnings of the impact workstreams and promote positive improvements both locally and nationally

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:	-NA- integrated within the development and implementation of the strategy
Date to complete your impact assessment	-NA-
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
Sue Rumbold	Chief Officer Partnerships and Health, Children and Families	26/10/2018
Date screening completed		26/10/2018

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:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: 29/10/2018