

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.

<b>Directorate: Children &amp; Families</b>	<b>Service area: Partnerships &amp; Health</b>
<b>Lead person: Sue Rumbold</b>	<b>Contact number: 01133783629</b>

<b>1. Title: Exec Board Report: Tackling Period Poverty in Leeds</b>
Is this a:
<input type="checkbox"/> <b>Strategy / Policy</b> <input type="checkbox"/> <b>Service / Function</b> <input type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>

<b>2. Please provide a brief description of what you are screening</b>
<p>This report provides an overview of the proposed approach for tackling the stigma surrounding periods and period poverty, and provides the strategy for eradicating period poverty in Leeds through the provision of free sanitary products for those who are in need and have difficulty accessing them. This city wide approach will ensure that free sanitary protection is provided in schools, community hubs, ones stop shops and libraries in Leeds. The strategy is based upon the consultation and engagement from a wide range of partners. The report explores the growing issue of period poverty and recognises that in order to successfully address period poverty and the stigma that surrounds it, a collaborative approach is required with a wide variety of partners in Leeds. The report reflects upon the social exclusion that is felt by those who can't afford sanitary products and looks at the embarrassment that is experienced by those living in period poverty. The report looks at how council directorates and a large range of partners can do more for the individuals in Leeds who are experiencing period poverty.</p>

### 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"><li>• Eliminating unlawful discrimination, victimisation and harassment</li><li>• Advancing equality of opportunity</li><li>• Fostering good relations</li></ul>	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)

This report has been 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 period poverty. A key stakeholder in our work is women and children living in poverty in Leeds and we have ensured that the voices and experiences of these individuals is at the forefront of our strategy.

There is a focus on Equality and Diversity & Cohesion and Integration throughout our strategy and this is highlighted within this report. The Equality and Diversity & Cohesion and Integration section within this report highlights that equality and diversity issues have been considered throughout this work. We have recognised that 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.

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.

These priorities also 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. Equality considerations are, therefore, an integral part of the approach to addressing period poverty in Leeds and further equality considerations will be given to all aspects of work as they are developed further.

- **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)*

This city wide approach is aimed at eradicating period poverty in Leeds through the formation of partnerships between external and internal partners. We recognise the variations in the complexity and breadth of the impacts of period poverty, and are therefore addressing period poverty from a multi-organisational approach, which is based upon inclusive and equal partnerships. This strategy incorporates the formation of strong relationships between community hubs, libraries, one stop shops, third and private sector organisations, academics from the University of Leeds and Community Committees, to work on policies and projects which are low cost, but provide high impact solutions to tackle period poverty in Leeds.

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 period poverty. The work will be carried out in collaboration with Communities & Environments work on Locality Neighbourhoods, to ensure that there is one, joined up approach across the city.

• **Actions**

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

- We will develop and support the work that is already being done to combat period poverty in Leeds.
- We will continue to work in partnerships with individuals who are experiencing period poverty women, along with internal and external partners, to ensure our strategy is shaped by the people who are experiencing period 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 experiencing period 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 be conducting a pilot study with Carr Manor Community School to work with the school and the pupils, to design a scheme that tackles the stigma around periods and to explore what the best approach to mitigate period poverty is. There will be a further two pilot schemes in other areas of the city.
- We will also be tackling period poverty through lobbying the government to declassify sanitary products as 'luxury items', and to remove the 5% VAT on these products.
- We will be entering into partnership with the University of Leeds to work with children, young people, schools and settings in conducting research to investigate the impact of poverty on attendance.

**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
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Sue Rumbold	Chief Officer Partnerships & Health, Children & Families	15/11/2018
<p><b>7. Publishing</b></p> <p>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.</p> <p>Please send a copy to the Equality Team for publishing</p>		
<b>Date screening completed</b>		15/11/2018
<b>Date sent to Equality Team</b>		15/11/2018
<b>Date published</b> (To be completed by the Equality Team)		