

# 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.

<b>Directorate: City Development</b>	<b>Service area: Economic Development</b>
<b>Lead person: Gareth Read</b>	<b>Contact number: 0113 3787745</b>

<p><b>1. Title:</b> Adoption of the Leeds Inclusive Growth Strategy 2018 - 2023</p> <p>Is this a:</p> <p> <input checked="" type="checkbox"/> <b>Strategy / Policy</b>                                  <input type="checkbox"/> <b>Service / Function</b>                                  <input type="checkbox"/> <b>Other</b> </p> <p><b>If other, please specify</b></p>
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<p><b>2. Please provide a brief description of what you are screening</b></p> <p>This screening document is in relation to the “Leeds Inclusive Growth Strategy - Delivery” paper, due to be discussed by Executive Board on in December 2018. The paper relates to the Leeds Inclusive Growth Strategy that was published in June 2018.</p> <p>The strategy sets out our vision for economic growth that is inclusive and aims to benefit all the people of Leeds. The strategy, alongside the Health and Wellbeing Strategy, are the two pillars for the Best Council Plan. We have developed 12 big ideas that we consider will encourage inclusive growth in Leeds. These include place based policies, greater emphasis on skills, health and wellbeing, in-work progression, tackling low pay, developing 21<sup>st</sup> century infrastructure, a focus on culture and equipping people with digital skills.</p> <p>The EB paper sets out how we will deliver the aims of the strategy, and outlines the</p>
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governance for this through the creation of the Inclusive Growth Delivery Partnership.

### 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"> <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)

The Leeds Inclusive Growth Strategy aims to build a strong economy within a compassionate city, which reflects the values of the council and informs the revised Best Council Plan. It will promote growth that is inclusive and supports the reduction of inequality in Leeds. Outcomes include tackling low pay and in work progression, reducing inequality, tackling deprivation and ensuring the benefits of a growing economy reach all citizens of Leeds. The consultation for the strategy was informative and positive. We have yet to select our ambassadors for the Delivery Partnership but the EB paper is clear that these should “reflect the city’s diversity and inclusion.”

- **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 big ideas are designed to encourage sustainable, inclusive economic growth that results in raising living standards, reduces inequality and promotes people’s health and wellbeing.

Growth is not a certainty and a reduction in the economy will have a negative impact, and this may disproportionately affect those on lower incomes. Even when an economy shows signs of growth, this can sometimes benefit those on higher incomes and increase inequality. We have seen this nationally in recent years and this trend has led to a greater focus on “inclusive growth” as a way to tackle issues with inequality. Leeds is leading the way in this and has produced the UK’s first Inclusive Growth Strategy. This is not a typical economic plan, but a framework to develop good growth. As such it is considered to have a positive impact on equality, diversity, cohesion and integration.

- **Actions**

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

The council is collaborating with other organisations to further promote equality and inclusion. The Joseph Roundtree Foundation is an independent organisation working to inspire social change through research, policy and practice.

For the growth strategy we are working with the Centre for Local Economic Strategies, who aim to create positive environmental, health and social outcomes. In their work the relationship between place, economy and people is central.

Working alongside these organisations ensures that the inclusive growth agenda is central to our aims to grow the Leeds economy. Our ambassadors will come from all aspects of the Leeds community – from business, education providers and the third sector. We have already had nearly 50 pledges from business and stakeholders across

the city showing their commitment to inclusive growth.

**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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
Gareth Read	Economic Development Manager	5 December 2018
<b>Date screening completed</b>		5 December 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](mailto: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 <b>Governance Services</b>	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: