

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: Projects & Programmes
Lead person: Adele Robinson	Contact number: 07891 276856

1. Title: Learning Places Programme & School Condition Update Report		
Is this a:		
<input type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function	<input checked="" type="checkbox"/> Other
If other, please specify.		

2. Please provide a brief description of what you are screening
<p>This report provides an update to Members regarding the current Learning Places Programme delivery including places across the school estate delivered over the last 2 years, schemes in delivery and the potential future work programme. The decline in the birth rate across the city has resulted in a shift of focus in recent years in terms of creating additional capacity, with expansion schemes being within secondary and SEND provision. This report also gives consideration to managing the condition of the school estate, the challenges, potential solutions, and the financial implications to effectively meet the council's statutory duties to provide sufficient learning places across the city whilst ensuring our school buildings are fit for purpose, safe, warm, and watertight.</p> <p>An individual screening assessment is carried out for each capital project delivered under the Learning Places Programme and the Planned Maintenance programme to determine whether there is any impact on equality. The screening assessment is appended to the Design and Cost Report for each project when seeking full authority to spend.</p>

EDI is considered as part of the RIBA stages design process for individual projects and by adhering to the relevant British Standards and latest legislation regarding disabled access etc.

We work closely with all key stakeholders including planning, highways, legal, finance, procurement, Senior Officers in Children’s & Families and City Development, Ward Members, Head Teachers, Governing Bodies, and the local community as part of the process. This ensures that all parties are consulted and informed throughout the project.

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).	
<ul style="list-style-type: none"> • 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) 	
<ul style="list-style-type: none"> • 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) 	
<ul style="list-style-type: none"> • Actions (think about how you will promote positive impact and remove/ reduce negative impact) 	

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)	
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6. Governance, ownership and approval		
Please state here who has approved the actions and outcomes of the screening		
Name	Job title	Date
Adele Robinson	Senior Project Manager	17/8/23
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	17/8/23	
Date sent to Equality Team		
Date published (To be completed by the Equality Team)		