

Equality, Diversity, Cohesion and Integration (EDCI) 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 or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: City Development	Service area: Economic Development
Lead person: Fiona Bolam	Contact number: 0113 5351882

1. Title: Leeds Inclusive Growth Strategy 2023 - 2030

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

This screening document is in relation to the 'Leeds Inclusive Growth Strategy 2023-2030' cover report which is due to be discussed by Executive Board on 20th September 2023 and its associated Appendices.

The Leeds Inclusive Growth Strategy has been updated to reflect the changed economic, political, social and environmental context since the original strategy was launched in 2018. The updated strategy re-affirms our commitment to inclusive growth - economic growth that benefits everyone.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies and policies, service and functions affect service users, employees or the wider community – city wide or more local. These will also have a greater or 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 updated Inclusive Growth Strategy has been developed following extensive public consultation. As well as incorporating the feedback from a number of pre-existing consultations which have fed into the Inclusive Growth Strategy including the Future Talent Plan, Innovation Arc, Local Plan Update and the Connecting Leeds Transport Strategy, an engagement event took place in January 2023 to consult with the Inclusive Growth Partnership. Furthermore, targeted stakeholder engagement was carried out with cross-sectoral groups and forums across the city from November 2022 – May 2023, for example with the Third Sector Partnership Group.

In terms of the scope of the Inclusive Growth Strategy and who is likely to be affected, the strategy re-affirms our commitment to inclusive growth – economic growth that benefits everyone. It seeks to identify and remove the barriers that people face in participating in the economy, living a healthy life and achieving their full potential. This includes addressing poverty and the inequalities that different communities and people face, poor health, a lack of skills and opportunities. The strategy also seeks to deliver positive impact in our places, identifying the infrastructure, transport investment, housing and development that our communities need and want. It will promote a balanced approach, ensuring that development is sustainable, that investment is spread around the city, that jobs are close to houses, and that people living in all areas can benefit from the city's growth. Finally, the strategy will unlock growth at all levels, including removing the barriers that entrepreneurs face in starting a business.

- **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 updated Inclusive Growth Strategy sets out an updated delivery framework including nine refreshed Big Ideas within the three themes of People, Place and Productivity. Whilst there is a strong focus on promoting equality and positive community impacts at the heart of the Inclusive Growth Strategy, some of the Big Ideas are key examples:

- **Tackling poverty and inequality to improve people's lives** – including improving the health of the poorest the fastest and continuing to support the most disadvantaged communities and people.

- **Supporting people and businesses in a rapidly changing labour market** – including raising the bar on inclusive recruitment, better jobs and healthy workplaces and helping people into to work or to start a business, focusing on those who need our support the most
- **Connecting and strengthening our communities** – including increasing the benefits of city centre growth into surrounding communities, and building and improving more homes of the right type, quality, that are in the right places, and increase the number that are affordable.

We are also shifting power to citizens through advocating the ABCD (Asset-Based Community Development) approach in the Inclusive Growth Strategy. We recognise the benefits this has on empowering people to contribute to their economy, creating opportunities for employment, improving health and wellbeing, regenerating neighbourhoods and bringing together communities.

- **Actions**

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

To elaborate on the examples above further, please find an example of how each Big Idea will be delivered and promote Equality, Diversity, Cohesion and Integration in the city, which are all included within the updated Inclusive Growth Strategy:

- **Tackling poverty and inequality to improve people’s lives** – through our new status as a Marmot City we will work with the Institute for Health Equity to ensure that the circumstances in which people are born, grow, live and work do not unfairly put their health at a disadvantage.
- **Supporting people and businesses in a rapidly changing labour market** – as part of our Future Talent Plan, we will encourage all organisations to prioritise equality, diversity and inclusion, recognising the benefits of a diverse workforce to overcome the labour market challenges of the future.
- **Connecting and strengthening our communities** – we will grow the number of affordable homes delivered in the city faster so we can meet the underlying housing need in the city, which currently requires 1,230 new affordable homes to be built each year.

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
Fiona Bolam	Head of Economic Policy	31 st August 2023
Date screening completed		31 st August 2023

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: