

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: Strategy and Resources	Service area: Intelligence and Policy
Lead person: Mike Eakins	Contact number: 0113 378 8646

1. Title: Best City Ambition – 2024 update

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 is for the report titled ‘Best City Ambition – 2024 update final proposals’ and appendix items, for consideration by the Executive Board, to agree the final proposals for an update of the Leeds Best City Ambition.

The Best City Ambition sets out a strategic intent shared between the council and its partners, to work together as Team Leeds focused on tackling poverty and inequality and improving quality of life for everyone in Leeds. The updated Ambition will provide a renewed framework for partners and communities in the city to work towards together, with a clear direction and set of priorities drawn from a wider set of strategies and plans but articulated clearly through our interrelated three pillars – health and wellbeing, inclusive growth and zero carbon.

The report reflects on how final proposed updates have been reached, including details of the key changes proposed as part of the update, an appendix overview of the engagement that has been undertaken (including the public consultation as agreed by executive board), the impact of the proposed Best City Ambition update and how success will be measured.

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 Best City Ambition sets out our vision for the city, taking into account key strategies and priorities across the city to set our key aims. Within the current financial challenges, the rationale for maintaining and updating the Best City Ambition remains consistent, with prioritisation and clarity of direction key to navigating financial constraints.

The Best City Ambition is focused on tackling poverty and inequality; responding to changing circumstances in our economy, society and environment; setting out a strategic intent and direction of travel around which partners in the city can convene to maximise their resources and impact; and drawing together a compelling vision for Leeds's future to support a range of activities including seeking to bring additional investment and funding into the city.

In taking this approach, it is vital throughout that we consider inclusivity, and the role of all people in the city within the Best City Ambition. The Team Leeds approach, which is intended to be strengthened within the update, builds on the strong ownership from key partners and collaborators across Leeds. By proposing to better define Team Leeds and showcasing examples of "Team Leeds in Action", this will strengthen the voice and input more clearly from individuals from a range of backgrounds across the city and maximise opportunity for impact.

A significant amount and diverse range of (predominantly informal) consultation and engagement has taken place to inform the proposals. Those involved in engagement to inform the update have included:

- Council committees – including Strategy and Resources Scrutiny Board and nine of the ten community committees (Outer West scheduled to follow).
- Voluntary and community sector – including the Leeds Community Anchors Network, Third Sector Leeds leadership group and a range of individuals and small groups.
- Children and young people – through attendance at the Leeds Youth Council.
- Staff groups – including the council's staff networks and policy network.
- Public and private sector partners – including through the Inclusive Anchors Network, networks with researchers at the city's universities, and communications issued to key partners from the Leader of Council and Chief Executive.
- Public consultation on the draft proposals- primarily online consultation, in line with the Budget and Policy Framework Procedure Rules.

Existing knowledge, views and insight gained from other recent engagement activities, for

example around the new Health and Wellbeing and Inclusive Growth strategies, has also been used to inform the proposals.

In addition to the consultation, engagement and equality considerations above, in February 2022 an Equality Impact Assessment of the Leeds Best City Ambition and 2022/23 Council Budget was undertaken. This EIA acknowledged the extensive consultation that took place in the first Best City Ambition document, whilst considering the implications on equality, diversity, cohesion and integration. That exercise is still very applicable here, given this update has been limited in scope with no change to the core purpose or main structure of the content in the Best City Ambition.

- **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)

Since its adoption, the Ambition has been embraced by colleagues within the council and partners across the city. The council's LGA Peer Challenge conducted in November 2022 recognised the progress seen even after only a short period, noting that *"Partners, stakeholders and staff understand and have a collective ownership of these ambitions."*

There is a risk that communication about the Best City Ambition does not reach members of all communities across Leeds. However, this risk will be minimised through the Team Leeds approach, where close work with and ownership of the Best City Ambition continues to take place with key partners across the city, who are well placed to ensure that engagement across Leeds takes place.

Given the financial challenges that the councils and some of its key partners are managing, updating our Best City Ambition will help to ensure that our priorities work for everyone and reflect key strategies across the city, whilst considering the increasing pressures that the public and council are facing. We know that across Leeds, the impacts of different pressures disproportionately impact some groups of people and communities, which reinforces the importance of having tackling inequality and poverty at the heart of the ambition.

The Ambition itself does not directly drive activity on the ground but plays an important role in setting the context for the council's work (and that of key partners). In producing this update careful consideration has been given to ensuring broad engagement, often co-ordinating this through partner networks and organisations to extend its reach. This process has built increased confidence that the priorities outlined in the Ambition, and the principles set for how we will work as Team Leeds resonate with our diverse communities, and give us the best chance to ensure everyone can be involved in contributing to efforts to take the Ambition forward.

- **Actions**

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

The Best City Ambition has the ability to influence the city's response to tackling inequality and poverty, and therefore has the capability to positively impact on equality, diversity, cohesion and integration through a continued and strengthened Team Leeds approach.

In December 2023, the Executive Board approved release of the Best City Ambition draft proposals for public consultation as required by the Budget and Policy Framework Procedure Rules as part of the council's constitution. This formal consultation was delivered primarily online, although the wider programme of face-to-face engagement with partners, community forums and other stakeholders continued alongside. Overall, as outlined above, a wide range of engagement took place when the Best City Ambition was first introduced. In undertaking this update, this has allowed opportunity to engage further about the Best City Ambition and consider where priorities can be strengthened, with tackling poverty and inequality remaining as its overall focus.

The Best City Ambition is not a corporate strategy or delivery plan, instead it describes a strategic intent shared by partners and communities for the kind of city we want Leeds to be. However, a key part of the update considers how we measure progress. This gap will now be addressed through the inclusion of arrangements covering the Leeds Joint Strategic Assessment, the Leeds Social Progress Index, and community engagement. Other relevant initiatives which are contributing to efforts to tackle poverty and inequality, such as Leeds becoming a Marmot City, are also proposed to be incorporated into the Ambition.

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:	N/A
Date to complete your impact assessment	N/A
Lead person for your impact assessment (Include name and job title)	N/A

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Date screening completed		12 January 2024

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: