

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: Children and Families	Service area: Sufficiency and Participation
Lead person: Sophie Dillon	Contact number: 0113 3780411

Title: Outcome of statutory notice to change the age range of Wykebeck Primary School from 3-11 years to 2-11 years with effect from September 2023

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

The proposal is to change the age range at Wykebeck Primary School, from 3-11 years to 2-11 years.

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

Leeds City Council is consulting on a proposal to change the age range at Wykebeck Primary School, from 3-11 years to 2-11 years from September 2023.

An initial, informal consultation ran from 17 October to 06 November 2022 seeking views on the proposed change.

The outcome of that initial consultation was considered by Leeds City Council's Executive Board at its meeting in December 2022 and a recommendation to publish a Statutory Notice was approved.

This screening form records the considerations that have been made in relation to the publication of the Statutory Notice, to ensure that the *consultation and engagement process* with stakeholders takes equality, diversity, cohesion and integration into account. It also ensures that any lessons are learned and applied from the initial informal consultation.

Whilst the scope of the screening does not include consideration of the impact of a *decision* to change the age-range, a comment about the positive impact the proposal would be expected to have is provided in the 'key findings' section.

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

- **How have you considered equality, diversity, cohesion and integration?**

An initial, informal consultation took place from 17 October to 6 November 2022 seeking views on the proposed change to the age range at the school. That consultation was managed in accordance with local good practice, seeking to ensure that a wide range of stakeholders were consulted within the community, using various communication tools. The school also promoted the consultation through their usual methods of communication

with families. These measures helped to ensure maximum engagement with families and the community.

At its meeting in December 2022, Leeds City Council's Executive Board noted the outcome of the consultation and approved a recommendation to publish a Statutory Notice. A Statutory Notice was published in the Yorkshire Evening Post on 9 January 2023 marking the start of a four-week formal consultation (representation) period which ended on 5 February 2023. The full proposal was also published on Leeds City Council's website and all parents/carers at the school received notification, along with any stakeholder who responded to the first stage of public consultation and provided their contact details. Other local schools were also informed about the proposal along with ward councillors and other relevant stakeholders.

Before publication of the Statutory Notice, consideration was given to comments submitted by stakeholders during the initial consultation.

- **Key findings**

The Sufficiency and Participation team noted that during the initial consultation, whilst not all respondents supported the proposal, there were no concerns raised about the consultation or engagement.

The initial consultation process worked to ensure that the consultation had a positive impact on the different equality characteristics or areas that impact on/are related to equality, such as tackling poverty. This was achieved by ensuring that as many different and relevant communications methods were used to reach families within this community.

At the Statutory Notice stage, again, various communication methods were used to ensure that stakeholders were aware of the proposals and had the opportunity to respond.

The screening has considered the Statutory Notice *process* itself and was not intended to consider the impact of a *decision* to change the age range at the school. However, it should be noted that if approved, the proposal would result in the creation of a further 24 places of early education for two-year-olds within one of the most disadvantaged areas of the city. This would help advance equality of opportunity and support the aim to improve lives of families who are most likely to experience poverty.

- **Actions**

During the initial consultation process, all views were considered equally and any responses received during the Statutory Notice (representation) period will also be considered by Leeds City Council's Executive Board. No other actions are considered necessary at this stage.

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
Darren Crawley	Lead for Sufficiency and Participation	20 January 2023
Date screening completed 12 December 2022		

7. Publishing	
<p>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.</p> <p>A copy of this equality screening should be attached as an appendix to the decision making report:</p> <ul style="list-style-type: none"> • 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. <p>Complete the appropriate section below with the date the report and attached screening was sent:</p>	
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: