

# 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.

<b>Directorate: Children &amp; Families</b>	<b>Service area: children and families</b>
<b>Lead person: Julie Devonald</b>	<b>Contact number: 01133786922</b>

<p><b>1. Title:</b> Child Poverty Strategy for Leeds</p> <p>Is this a:</p> <p> <input checked="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>The Child Poverty strategy has been created based on consultation from a wide range of partners. The main report reflects upon the barriers faced by children who live in poverty and looks at how council directorates and a large range of partners can do more for children living in poverty in Leeds. The content of the strategy is being screened to ensure that there are no negative impacts on equality, diversity, cohesion or integration. Executive board requested oversight of monitoring the impact of the actions taken under each priority workstream in the strategy. This will include qualitative and quantitative information reported once a year.</p>
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### 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"><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 Child Poverty Strategy has been developed in consultation with a wide range of partners – including a recent consultation with young people in Summer 2023. Placing prominence on equality, diversity, cohesion and integration is key to this work, as it aims to improve the lives of those who experience poverty. A key stakeholder in our work is children and we have ensured that the voices and experiences of children living in Leeds is at the forefront of our strategy. Children and young people will be consulted as we understand the impact of mitigating poverty – the most recent being Summer 2023.

There is a focus on Equality and Diversity & Cohesion and Integration throughout our strategy and this will be highlighted as we report on the impact and outcomes. The Equality and Diversity & Cohesion and Integration section within this report highlights that equality and diversity issues have been considered throughout the work in developing the strategy. We have recognised that disadvantaged children are not a single group; characteristics such as Special Education Need and Disability (SEND), ethnicity and EAL (English as an Additional Language) interact with disadvantage with varying impacts on progress rates, gaps with non-disadvantaged pupils and the long term impact of disadvantage.

Equality Improvement Priorities have been developed to ensure our legal duties are met under the Equality Act 2010.

- **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 Child Poverty strategy is focused upon mitigating the impact of experiencing poverty, which has provided the opportunity for partnerships to form between external and internal partners. We recognise the variations in the complexity and breadth of the impacts of poverty and are therefore addressing the impacts of experiencing poverty from a multi-organisational approach, which is based upon inclusive and equal partnerships. The strategy incorporates the formation of strong relationships between children and young people, council directorates, schools, education provisions, academics, third sector, private sector, public sectors, and community representatives to work together on policies and activities which are low cost but provide high impact solutions to improving the lives of children and young people in poverty.

Through this strategy, different partners across the city will work together to share their understanding, knowledge, resources and good practice to help tackle the impact of poverty on children and young people. We want to improve the opportunities and enable better outcomes for children and young people by collectively combatting the challenges that they face. The work will be overseen by the Child Poverty Impact Board, who will analyse key findings and promote these across the city, We will report on the impact the strategy has on the lives of children and young people in the city which has been brought into focus during and post the Covid19 pandemic.

- **Actions**

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

- We will maintain and continue to develop the work that is already being done to combat child poverty in Leeds
- We will continue to work in partnerships with children, young people, their families and internal and external partners, to ensure our strategy is shaped by the people who are living in poverty and by the partners who are working first-hand with these individuals
- We will also be working in close partnerships with third sector and private sector groups to provide further support to disadvantaged individuals and to collaborate with these partners to see what more can be done to help those living in poverty
- We will continue to monitor the data and trends on poverty in Leeds to ensure that the work we are doing is still effective and targeting the right areas across the region
- We will assess the success of the work being done by the workstreams to ensure that each workstream is producing tangible outcomes and working towards the broader ambition of reducing the impacts of poverty on children. We will also seek to understand the qualitative impact on the lives of children through their lived experience.

The strategic board will assess the learnings of the impact workstreams and promote positive improvements both locally and nationally

**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:	
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Date to complete your impact assessment	
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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
Julie Devonald	Head of Service Workforce Development and Change	June 2024
<b>Date screening completed</b>		June 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](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: