

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: Development Department | Service area: Economic Development |
| Lead person: Gareth Read | Contact number: 2474180 |

1. Title:
Economic Success in the City

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 a paper for Executive Board. It is in response to a White Paper Motion agreed by full council in July titled “Economic Success in the City”.

The paper sets out the Council’s vision for a strong economy and compassionate city, in line with the priorities in the Best Council Plan. It focuses on encouraging “good growth”, whilst ensuring that a consequence of growth is a reduction in the inequalities that exist in Leeds.

The main themes in the paper are:

1. Tackling low pay – developing a city wide approach to tackling low pay through championing the Living Wage, and supporting people to progress into

better jobs.

2. A new approach to regeneration – improving the prospects for people in our most deprived neighbourhoods, by setting out clear visions and plans for these places, integrating investment and services and intervening early.

3. Schools for life and work – enhancing the ability of our young people to succeed in work in the future, by strengthening careers advice, and links with business and employers.

4. Better business – increasing the value of community investment by business, by securing a stronger and more widespread commitment from firms and public sector employers to invest in local communities, and the skills and health of their workforce.

5. Creating quality places and spaces – raising the quality of new housing and commercial development, and main centres in terms of design, sustainability, the quality of public space, community benefits, and employment and training opportunities.

6. Building a culture of innovation and entrepreneurship – building a more productive economy, based on commercialising knowledge and innovation, and creating new firms and scaling up small businesses.

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. 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 | X | |

| | | |
|--|--|--|
| harassment <ul style="list-style-type: none"> • Advancing equality of opportunity • Fostering good relations | | |
|--|--|--|

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)

A main theme of the Executive Board paper is a reduction of inequality in Leeds. The paper is in accordance with the Best Council Plan and aims to promote Leeds as a compassionate city for the benefit of all citizens, tackling low pay and in work progression, reducing inequality, tackling deprivation and ensuring the benefits of a growing economy reach all citizens of Leeds.

The focus is on collaboration with business to promote civic enterprise and corporate social responsibility, promoting economic growth and regeneration, enhancing our cultural offer, tackling unemployment, joining up services to respond to issues of poverty, improving housing conditions, a planning system that promotes good quality development, cutting carbon emissions, tackling health inequalities, and creating a Child Friendly City. These aims are all considered to have a positive effect on equality, particularly on the young and those on lower incomes but more broadly to all sections of society.

Promoting health and wellbeing, including mental health through initiatives such as the Mindful Employers Charter, and tackling loneliness are positive steps that will impact all citizens but especially the elderly and those with mental health issues. The paper aims to help businesses get involved in supporting their communities.

Improving the quality of housing and low carbon initiatives will reduce fuel consumption and household bills. Improvements to infrastructure, including digital has a positive impact on the city, as does improving public spaces.

The paper promotes Leeds as a Living Wage City with the aim of reducing inequality. Although this is touched upon in the paper, there is a separate paper to September's

Executive Board which looks at the implications in more detail including the cost of this policy, public procurement implications, and encouraging business to become Living Wage employers. The council will only encourage business to be living wage employees and each business would need to voluntarily agree, therefore, it is not anticipated that any negative effects (i.e job losses) would be caused by this proposal.

Improving skills and training, strengthening business engagement in schools, lifetime learning and exploiting the economy will have a particular impact on the young (including those who are NEET) and the unemployed. Increased devolution, skills for life and training initiatives should help more people into work, and local devolved programmes such as the Youth Contract have been proven to be more successful than national programmes.

Devolution of certain powers from Whitehall to the Leeds City Region will have an impact on Leeds citizens as more tax revenue will be able to be retained locally and more powers on spending can be controlled. These policies are predicted to benefit citizens of Leeds. One of the main reasons we are seeking greater devolution from Whitehall is to give us the powers and resources to support economic growth.

- **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 initiatives are aimed at encouraging more collaboration with businesses, improving relations and working more closely with communities and partners. We want business to become more civic and are encouraging “good growth” which benefits all of society rather than a trickle down approach.

It is hoped that both business and communities will benefit from more collaboration, for example community work can also improve skills or act as training for employees, improve morale, and benefit closer working relations.

The paper does not propose diverting resources from one group to another but instead improve collaboration. There may be a financial cost on business which could have a negative impact, and the policies are not mandatory because of this which could impact on effectiveness.

Overall the benefits of a more compassionate economy, which focusses on growth but also the needs of the city will have a positive outcome for all.

- **Actions**

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

Needs to be monitored and assessed otherwise outcomes might not be achieved.

The council can act as a broker between businesses and communities to promote the

positive impact of closer collaboration. Other actions include a skills initiative, promoting the Living Wage City, a new approach to regeneration and promoting the city.

If successful a low pay initiative will have a positive impact on low paid workers through helping promote the living wage and encouraging innovation, alongside more training and progression.

Actions to reduce any negative impacts include working closely with business to highlight the benefits of these policies to their own productivity and workforce. Making sure that the opportunities for community investment are in place and advertising sufficient so that there is not an excessive amount of work for business or a delay in implementation. Active monitoring of the policies within the paper is also necessary to maintain momentum of the outcomes.

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 |
|---------------------------------|---------------------------------------|----------------------------------|
| Claire McCall | Area Community Safety Co-ordinator | 25th September, 2015 |
| Date screening completed | | 25 th September, 2015 |

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: 25th September, 2015 |
| For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate | Date sent: |
| All other decisions – sent to equalityteam@leeds.gov.uk | Date sent: 25 th September, 2015 |