

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: Childrens	Service area: Learning For Life
Lead person: Andrea Richardson	Contact number:

1. Title: Screening for equality impact of childrens centres budget reductions

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

Family Services budgets in all childrens centres across Leeds will be reduced in 2017/18 by between 0.5% and 25% per centre a total Of £600,000 depending on the number of families in areas of deprivation. Those centres with less deprivation will have the highest reduction. The screening is to decide if any equality community will be adversely affected by this loss of funding and how it can be mitigated.

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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 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 70% or 'outer childrens centres' are likely to be affected more than those 30% or inner city centres. The funding has a minimum rate but there is a substantial amount of funding weighted towards areas of higher deprivation which means that these 70% areas will have less money. The outer areas are less diverse than the inner city areas. In the main, women will be mostly disadvantaged by this change to funding because the majority of users of the centres particularly in the outer 70% areas are women.

LCC is not proposing the closure of any centre but some reconfiguration of services and perhaps management may need to take place in the outer centres in the same way LCC family services have grouped to ensure better efficiency and value for money. Some outer centres have already done this and will be impacted less than the 'standalone' centres. There may be some reduction in management jobs and costs if centres choose to formally group.

Some centres may wish to be handed back to Leeds City council and some may group. Either way most services will be maintained in outer areas. Some standalone areas may see reduced services particularly in the universal offer and reduced opening hours. The emphasis will be on targeted groups who are normally located in pockets of deprivation within these outer 70% areas. This may disadvantage women who rely on the universal services to avoid isolation in rural and more affluent areas.

The SPV centres are being consulted over the impact of these reductions and those who have concerns are being supported to find equitable solutions. Advisory Boards are also being consulted and these consist of professional partners and parent representatives. It is possible that there will be some vocal opposition to those centres hardest hit although many of them have been operating with a small surplus for a number of years.

Ensuring that these centres come up with a comprehensive plan for services putting the needs to the families first will minimise long term impact. Evidence collected over the last 2 years shows us that services can be maintained and improved as long as they are managed effectively

- **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 result of grouping in Lcc Centres has been to further integrate communities, to enhance targeted services and to provide a more consistent approach across the group promoting equality across differing equality communities. This approach is seen as mainly positive by the incumbent managers as long as the family workers are maintained at a suitable level.

There is no doubt that more affluent communities will see the largest reduction in funding but these areas in the majority have a smaller child protection case load. The women who use universal services in these areas will be impacted by a reduction in these services but it may be possible either to group centres or to join particular services to ensure that they still run.

If centres choose to group or return to Leeds City council management where they will be joined with other centres, it is likely that the vast majority of services for both targeted and most universal services will be able to be retained.

- **Actions**

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

Building strong cooperation and sharing of resources across 70% centres or grouping will support the maintenance of the majority of well used and essential services across these groups. This should substantially reduce the impact of budget cuts and improve consistency and integration of services across differing inequality communities.

Early Start managers will support the closer cooperation, rationalisation of services, grouping or reintegration with LCC centres if necessary to ensure that services are maintained and no centres are closed.

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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
Date screening completed		30/01/2017

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: