

# 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.

<b>Directorate: City Development</b>	<b>Service area: Employment and Skills</b>
<b>Lead person: M Wilton</b>	<b>Contact number:</b>

## 1. Title: Delivering Social Value through Employment and Skills Obligations

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The screening is being applied to the proposal to change the delivery framework for employment and skills obligations included within Council contracts and Section 106 Planning Agreements. The changes include moving from a spatial targeting of disadvantaged communities to targeting priority groups of individuals furthest from the labour market.

## 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"> <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 current employment and skills obligations delivery framework is targeted to disadvantaged communities with the highest out-of-work claimant rates to connect people to opportunity and lift them out of poverty. The developers and contractors required to make these opportunities available have access to the publicly funded supply-side interventions managed by the Council and its partners offering employment support and skills training to ensure applicants are job ready.

The success rate of the current approach varies significantly depending on the nature and scale of the contract or the development. Between 30 to 70% of the jobs vacancies will be recruited to from the target locality. Evidence suggests that in a period of rising employment, there is little additionality and that most beneficiaries would have secured

jobs anyway. As the employment rate rises, a greater focus is proposed on those currently excluded or furthest from the labour market, and whose entry and or return to it would yield significant economic and fiscal benefits.

- Children Looked After and Care Leavers are over-represented in the NEET cohort with 19.2% of young people in care identified as NEET 36.2% of care leavers which is significantly higher than the percentage of the local 16-19 population who are in or have left care which is 1.4%.
- BME residents continue to experience higher unemployment rates than white groups and in particular BME young people starting an apprenticeship in 2013-14 was only 10%. against a BME school population level of 21.2% This is much lower than BME participation rates across other learning, including the Council's Adult Learning programme with a BME participation rate of 34%.
- There are currently over 32,000 residents claiming Employment Support Allowance - the main out-of-work benefit for those with a disability or a health condition. The number of claimants has remained at 30,000 for more than 20 years.

Therefore the proposed target beneficiaries include :-

- **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 above priority groups are at risk of being left behind as the employment rate rises and are increasingly the focus of the Council's targeted employment support programmes delivered and commissioned by the Employment and Skills service and linked to the wider group of customers accessing guidance services in the Community Hubs. They are also groups who, given appropriate and effective support to move into the labour market, offer the greatest potential impact on the social and economic benefits of reducing worklessness in the city.

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

The potential impact of the changes to the framework is entirely positive and should improve employment and skills outcomes for young people in particular care leavers and from young people from BME communities seeking an apprenticeship and young people and adults with disabilities and health barriers seeking work.

The proposed changes will require developers and contractors to actively promote and the employment and skills provision to groups of individuals that often face additional and or complex barriers to moving into work.

For employers, as with society as a whole, understanding of the wide range of disabilities and health conditions potential employees/employees may face, and the impact it may have on their capacity and capability to work, is often limited. Experience of delivery

targeted programmes to this cohort suggests that employers, once they understand the limitations or restraints that such conditions may place on staff, recruiting organisations are willing to accommodate and adapt working practices and environments to reflect those factors. A lack of awareness of the issues is often the first and most significant barrier that needs to be overcome.

**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)	M Wilton, Head of Employment Access and Growth

#### **6. Governance, ownership and approval**

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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
S Wynne	Chief Officer Employment and Skills	3 May 2017
<b>Date screening completed</b>		

#### **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: 25 May 2017
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: