

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: City Development	Service area: Economic Development
Lead person: Simon Brereton	Contact number: (0113) 378 7744

1. Title: Graduate retention and mobility and its impact on the Leeds economy

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

This is a programme of work with and through stakeholders to support the increase of graduate employment in Leeds.

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

This screening document is in relation to a paper for Executive Board on graduate retention. Recent work with our Universities and graduate employers has sought to better understand the flow of students and graduates to and from Leeds and to identify interventions which might increase opportunities for young people to develop careers in Leeds.

There have been several recent studies focusing on cities attracting and retaining graduates. Leeds performs relatively well and attracts a higher number of young people to study here than it loses to other cities. Although many students leave on graduation, many also remain in Leeds. These graduates, combined with the new graduates attracted into Leeds for work by its strong economy, mean that overall that more people move into the city to study or begin their graduate careers than leave after graduation.

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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 and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

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 paper focuses on higher level education with the aim of retaining graduates when they finish their studies. This is a small number of the Leeds population, predominantly young people and those from more middle class and privileged backgrounds.

The nature of the policy excludes people without these qualifications, this is not deliberate but highlights the small proportionate of Leeds citizens targeted. More broadly efforts are made to increase the amount of people attaining higher level skills and a desire for Leeds universities to offer more places to local students.

Increasing opportunities for young people to gain graduate level qualifications and employment in Leeds is a positive aspect of the policy. This element supports the city's inclusive growth agenda. Raising qualifications across the city drives up productivity and boosts economic growth with an overall positive impact for Leeds. Retention of graduates also reduces the negative effects of a skilled people leaving the economy.

• **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 policy has a positive impact on young people with high level skills. It also reflects higher level jobs which are mainly associated with Knowledge Intensive Business Services (KIBS). The location of these jobs are mainly in the city centre which is positive for economic growth as this is the heart of the city region.

Communities outside the city centre may not benefit as much, with many graduates commuting in to work. This could have an impact on deprivation in these areas and it is important to improve connectivity across the city. Many other city initiatives are tackling this issues, and more broadly low pay and in-work progression; these include the More Jobs, Better Jobs work and the upcoming Leeds Growth Strategy.

• **Actions**

(**think about** how you will promote positive impact and remove/ reduce negative impact)
The paper sets out proposals to achieve positive impacts.

The report seeks to retain graduates through increasing awareness of local jobs, working with employers to collaborate more closely with students whilst at university, and designing bespoke courses that include work experience and placements. These measures increase retention and impact positively on the city driving economic growth and productivity.

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:	N/A
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
Tom Bridges	Chief Officer, Economy and Regeneration	23 rd May 2017

7. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

Please send a copy to the Equality Team for publishing

Date screening completed	23 rd May 2017
Date sent to Equality Team	
Date published (To be completed by the Equality Team)	