

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 or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Children and Families	Service area: Schools Finance
Lead person: Louise Hornsey	Contact number: 0113 3788689

1. Title: School funding 2018/19 – local funding formula and transfer between funding blocks of the Dedicated Schools Grant

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify – local authority schools funding formula for 2018/19

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

1. The 2018/19 formula for allocating funding to schools. This funding is received by the council as part of the Dedicated Schools Grant (DSG).
2. A transfer of £500k of funding between two of the DSG funding blocks. The transfer is from the Central School Services Block (CSSB) to the High Needs Block.

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">• 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)

1. Funding Formula

All schools and Schools Forum were consulted with on two options for the 2018/19 schools funding formula. Option 1 was to retain the existing local formula, and option 2 was to move as close as possible to the new national funding formula set by the Education and Skills Funding Agency (ESFA). Within both options we provided a minimum funding increase of 0.5% per pupil compared to schools' 2017/18 baselines. Our final proposal reflects the majority view of schools that took part in the consultation, and we have made adjustments to our final proposal to address any common concerns that were raised by schools at that time.

In relation to funding for SILCs (Specialist Inclusive Learning Centres), discussions have been held with SILCs and schools relating to high needs funding and financial pressures.

2. Transfer from the CSSB to the High Needs Block

We consulted with all schools and Schools Forum on a transfer to the high needs block of £500k from the central school services block (CSSB), which funds local authorities for the statutory duties they hold for both maintained schools and academies.

The ESFA provides CSSB funding based on our previous year's expenditure, and due to a reduction in costs for equal pay borrowing since 2017/18 we are able to transfer £500k of the CSSB funding for 2018/19 to the High Needs Block, in order to support pressures in this area.

This transfer will not affect our ability to fund central school services, and it will contribute to reducing the current financial pressures relating to the High Needs Block.

The majority of schools supported this proposal, and Schools Forum fully supported it.

• **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)

By moving as close as possible to the ESFA's new National Funding Formula for schools, we are replicating as closely as possible the government's view on how school funding should be allocated according to various pupil characteristics, which includes a greater weighting towards targeted funding for additional needs, such as deprivation. Schools will receive funding in this way from 2020/21, and by moving as close as possible to this model in 2018/19 schools will be prepared for their future funding arrangements, at the same time as receiving at least a 0.5% per pupil increase.

Figures provided for the two formula options during the consultation demonstrated the impact on all schools. All schools were given the opportunity to comment.

- **Actions**

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

The 0.5% minimum increase in per pupil funding for the schools block has been a consistently positive proposal for schools throughout the consultation. The council is able to set the funding guarantee at anything down to -1.5% (i.e. schools could see this level of reduction in their per-pupil funding). However as the funding the council receives is based on at least a 0.5% increase per pupil for all schools, it was recognised that this would be a fair way to allocate funding, taking into account the financial pressures faced by schools.

During the consultation a number of schools expressed concern that the options put forward allowed some schools to gain more than they would the under the national funding formula. This discrepancy occurred because the ESFA's formula rules for local authorities did not allow us to fully replicate the new National Funding Formula rules. We have since addressed this issue by gaining ESFA approval to vary the local formula rules to replicate the National Funding Formula, and this has ensured that funding will be allocated on a more equitable basis.

In relation to the minimum funding guarantee (MFG) for SILCs (Specialist Inclusive Learning Centres), this is calculated on a different basis compared to schools as it is based on their overall funding, rather than a per pupil amount, and it is therefore not comparable to the schools funding guarantee. The MFG for SILCs has been set at -1.5%, meaning that for 2018/19 they will receive at least 98.5% of their 2017/18 funding, but will be able to receive more if they are entitled to it. This takes into account the funding available within the High Needs Block and the pressures in this area. After the High Needs Review focus groups were held, some SILCs have raised that they feel the level of funding they receive is insufficient. A review of SILC funding is therefore planned in order to consider whether alternative funding models would be appropriate.

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
Simon Criddle	Head of Finance, Children and Families	26/01/18
Date screening completed		26/01/18

7. Publishing	
<p>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.</p> <p>A copy of this equality screening should be attached as an appendix to the decision making report:</p> <ul style="list-style-type: none"> • 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. <p>Complete the appropriate section below with the date the report and attached screening was sent:</p>	
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: