

# 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: Citizens &amp; Communities</b>	<b>Service area: Migration Yorkshire</b>
<b>Lead person: Dave Brown</b>	<b>Contact number: 52437</b>

## 1. Title: Acceptance of Grant for Resettlement Programmes

Is this a:

**Strategy / Policy**

**Service / Function**

**Other**

**If other, please specify**

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

To accept grant funding to deliver resettlement programmes in the Yorkshire and Humber region. Grant funding would be received from the Home Office and re-distributed by the Council to local authorities and delivery partners throughout the Yorkshire and Humber region to provide housing and associated integration assistance to participants in the re-settlement programme.

### 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)

Migration Yorkshire will be project managing the resettlement programme for local authorities across Yorkshire and Humber. Each local authority has the responsibility for ensuring that equality screening has been done in their respective areas. Leeds CC completed an Equalities, diversity, cohesion and integration screening as part of the acceptance of refugees into our local authority as part of the Key Decision that was taken in May 2015.

Migration Yorkshire as part of its project management role will be monitoring standards of delivery and progress towards integration across the region. Personal Integration Plans, with a baseline assessment are completed for every newly arrived Syrian refugee into the region. A regional 'Integration Forum' has been set up to share experiences and learning from across the participating local authorities, managed by Migration Yorkshire and aimed at addressing equality, diversity, cohesion and integration issues.

- **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)

Individual local authorities will have responsibility within their own local area. Migration Yorkshire are working with LA's new to resettlement and supporting them with their Integration Caseworker model. Community development for new refugees will be incorporated into the provision of support and will help support local communities as well as look at the needs of the newly arrived Syrians.

Migration Yorkshire are working with specialist refugee third sector organisations to design and deliver support across the region.

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

All newly arrived Syrians will have a dedicated Integration Caseworker to help support them over the first year of support. Local authorities also have funding from the Home Office to provide integration support for years 2 -5 , so that continued support can be given , particularly to those with special needs.

Migration Yorkshire will manage the communications strategy for the region, proactively promote positive stories and media engagement.

**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
<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:
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:

