

# 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:</b> Communities and Environments	<b>Service area:</b> Communities Team
<b>Lead person:</b> Lelir Yeung	<b>Contact number:</b> 0113 3789045

**1. Title:** Developing a strategic, co-ordinated and inclusive approach to migration in Leeds

Is this a:

**Strategy**

**Service / Function**

**Other**

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

Our ambition for Leeds is to be a compassionate city with a strong economy. Migrant communities are valuable contributors to the city's economy, culture and diversity and Leeds aspires to ensure people are welcomed and supported.

There are a number of resources and services available across the city provided by migrant communities, Migrant Third Sector organisations and statutory services.

With an ever changing migration agenda it is important that Leeds has a strategic, coherent and inclusive approach to migration, making effective use of resources and opportunities that will contribute to Leeds being a welcoming city.

### 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?	√	
Have there been or likely to be any public concerns about the policy or proposal?		√
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	√	
Could the proposal affect our workforce or employment practices?	√	
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>	√ √ √	

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?**

An overview was developed for undertaking work to understand the current support provision and needs in order to develop a coherent and coordinated approach to migration in Leeds. This incorporated equality and immigration status within all methodology

There has been ongoing consultation and engagement with: Migrant communities; Migrant community networkers and organisations; Migrant third sector organisations and statutory services. Different methods have been used including questionnaires, interviews, focus groups and attendance/presentations at appropriate meetings

The council's scrutiny mechanism and leadership forums have also been engaged with influencing this area of work

A range of data has been identified and used within analysis. For example, migration data, census information and demographic data

The changing National agenda has also been taken into account, for example: Brexit, changes to the Immigration Act 2016 and the continued economic climate

A multi-agency Task and Finish Group was set up to:

- Assess and prioritise the provision, needs, gaps and challenges in effective migrant service provision
- Consider how different immigration status's are impacted to identify overlapping / distinct issues
- Consider how geographical location impacts on addressing the needs of migrants
- Analyse research and identify gaps for further exploration
- Consider current spend and costs involved in meeting the needs of migrants
- Develop and provide strategic recommendations to strengthen Leeds offer to migrants
- Throughout combining consideration towards:
  - Equality and diversity including: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, sexual orientation,
  - Different immigration status's: refugee, people seeking asylum, EEA national, third country national and irregular/undocumented migrants
  - Citywide aspirations such as 'compassionate city', 'city of sanctuary', 'child friendly city' etc. and what this means for migrants.

An interactive migration map and information packs were developed to aid analysis of data and information gathered at the research stage of the work

- **Key findings**

The following core themes have been identified through analysis of data and information: housing; employment benefits and money; health and mental health/well-being; education, language and interpreters; advocacy, advice and legal support; basic needs such as food, shelter, clothing: children and young people; destitution; capacity building; cohesion and tensions; partnerships and networks; and Infrastructure, partnership working and influence.

Many of these themes are interlinked such as housing, education and employment

Though many strengths and examples of good practice have been identified, such as successful joint funding bids by partners, analysis also identified a range of vulnerabilities which need safeguarding

Using case studies to explore issues placed people at the heart of all considerations. This recognised not only the complexity of need, provision and gaps but also the fluidity of peoples identity in relation to equality characteristics and their immigration status and the difference this can make in relation to people's rights to and actual accessing of services.

Cross cutting challenges were identified in order to meet needs shared by all migrants regardless of immigration status:

- 1) From a migrant perspective and service providers navigation of complex immigration status is challenging, within this it is important for services to see people before entitlement.
- 2) Challenges of familiarity of systems and services including knowledge of services and staff engagement
- 3) Language is important, but not only the ability to speak English, but effective communication which facilitates understanding
- 4) Key part of the preceding 3, is being able to translate this into knowledge, information and informed choice.

From a service perspective there are existing examples of good practice, excellent customer care, working in partnership, sharing resources, listening and hearing the voice of people and organisations and and influencing decision making. But there are also challenges across all sectors in the city

- **Actions**

- Develop and implement the strategic, coordinated and inclusive approach to migration in Leeds
- Develop and implement a communications plan for this work
- Strengthen existing partnership arrangements and create opportunities for developing new ones
- Strengthen opportunities migrant communities to use their voice and experience to influence decision making

**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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
Lelir Yeung	Head of Equality	11/05/2017
<b>Date screening completed</b>		11/05/2017

**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](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: 16/06/2017
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: