

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: Environment and Communities	Service area: Safer Leeds, Community Safety
Lead person: James Rogers, Director of Communities and Environment	Contact number: 0113 3788654

1. Title: Safer Leeds Strategy 2018-21

Is this a:

Strategy / Policy **Service / Function** **Other**

If other, please specify

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

As the city's Community Safety Partnership, the Safer Leeds Executive (SLE) has a statutory requirement to prepare and implement a local Crime and Disorder Reduction Strategy, referred to locally as the Safer Leeds 'Community Safety Strategy'.

The SLE considered the draft Community Safety Strategy 2018-21 at its meeting on the 6th June and will look to finalise on the 19th July, subject to any further consultation and feedback. Formerly, a 'Safer Leeds Plan' was developed on an annual basis and published in the first financial quarter of each year.

This strategy also forms part of the council's budget and policy framework, and will be submitted to full council in November 2018.

Following the introduction of Police and Crime Commissioners in November 2012, local Crime and Disorder Reduction Strategies are required to have regard to the objectives set out in the Police and Crime Plan for the wider police area. The first West Yorkshire

Police and Crime Plan 2013-2018 was published in March 2013, and was subsequently updated in 2014 and currently the Police and Crime Plan for 2016-21 is in operation.

Safer Leeds has an overarching outcome that the Partnership seeks to achieve this being: People in Leeds are safe and feel safe in their homes, in the streets and the places they go. For the new community safety strategy (2018-21) the SLE have agreed the following shared priorities that the partnership will concentrate on over the term of the strategy:

The Partnership's shared priorities over the term of the strategy will be:

- ❖ Keeping people safe from harm (victim)
- ❖ Preventing and reducing offending (offender)
- ❖ Creating safer, stronger communities (location)

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"> • 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. Equality, diversity and cohesion are embedded throughout the strategy

- The draft Safer Leeds Community Safety Strategy (2018-21) makes reference to the Safer Leeds Partnership's commitment to serve all members of its communities effectively and acknowledges that all of its actions and plans should give due regard to implications for different groups and sections of the community.
- A key aim of the strategy is to work closely with a range of communities of interest, and in particular to improve all forms of hate crime reporting and domestic violence and abuse related incidents both of which are under reported.

2. Equality related information and intelligence

- The SLE as a statutory requirement to produce an annual Joint Strategic Assessment (JSA) to assess the scale and nature of crime and disorder in the city and to identify medium to long term issues affecting community safety.
- The JSA includes analysis of both a range of quantitative and qualitative data from across the partnership. It identified a number of reoccurring themes and this information and intelligence has therefore been used to inform delivery plans that underpin the overarching Strategy.

3. Consultation and engagement

- Evidence from public consultation via the Office of the Crime and Commissioner and intelligence collated from residents accessing services delivered by Community Safety, such as the Leeds Anti-Social Behaviour Team, have been used to inform the contents of the strategy along with a range of Outcomes Based Accountability sessions held with operational professionals and service users during 2016 and 2017.
- Partners and representatives from a range of stakeholders (Leeds City Council; West Yorkshire Police; West Yorkshire Fire and Rescue Service; National Probation Trust and Leeds Clinical Commissioning Group, the Voluntary and Community Sector, West Yorkshire Community Rehabilitation Company; HM Prison Service, Leeds Children's Trust Board; Leeds Health and Wellbeing Board, Leeds Safeguarding Adults Board and Leeds Safeguarding Children Board) have helped shape and contributed to the new Safer Leeds Community Safety Strategy.

- **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)

Positive impact

1. Equality diversity and cohesion is embedded throughout the strategy and incorporated within the priorities.

The Partnership's Shared Priorities over the term of the strategy will be:

- ❖ Keeping people safe from harm (victim)
- ❖ Preventing and reducing offending (offender)
- ❖ Creating safer, stronger communities (location)

With a focus on:

- Anti-social behaviours and criminal exploitation
- Crime and disorder related to drugs, alcohol and mental health
- Hate crime and community tensions
- Safeguarding including domestic violence and abuse, forced marriage and honour based abuse and modern slavery
- Serious and organised crime

2. A strong ethos of partnership working, collaboration, consultation and engagement will support this agenda.

Safer Leeds will work with and support other partnership boards and delivery groups on the following issues:

- Community cohesion
- Other relevant Safeguarding issues pertinent to crime and disorder
- Pupil/ Student Safety
- Safer Travel/ Road Safety

3. Positive progress to date

- In the past few years there has been a key focus on domestic violence and abuse, linked in with the Councils breakthrough project. Of note, innovation programmes include the Front Door Safeguarding Hub, notifications to schools, roll-out of Routine Enquiries (at GP practices) and the extension and increased take-up of the organisational and service Quality Mark have been progressed, developed and sustained.
- Emphasis has been placed on the safeguarding agenda with a particular emphasis on reducing domestic violence / abuse incidents for victims, protecting vulnerable children and adults from exploitation and improving access to service for victims as well as interventions for offenders to support a change in behaviour. There is a recognition that more can be done in localities of concern and with communities of interest on these agendas.

- **Actions**

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

1. Strong review processes, accountability and transparency

- During January and March 2018, a review of Safer Leeds Executive was conducted with the intention of putting in place refreshed arrangements. Throughout the consultation there was a real sense of commitment to work together to address community safety issues. There was a clear enthusiasm and passion to continually improve both policy and practice in order to achieve better outcomes for individuals, families and communities.
- As a result, new Governance and Accountability arrangements will be place to track and support the delivery of the strategy, these include:
 - Established of ‘Operational Delivery Boards’ and ‘Placed Based Boards’ as outlined in the Strategy, chaired by a member of the SLE who be responsible for developing, implementing and reporting back on progress of plans
 - New performance and outcomes tracker for the Strategy
 - Revised Information Sharing Protocols and
 - A new Communications and Engagement Plan will be developed.
- The new governance arrangements will ensure work across the shared priorities are managed more effectively and there are clear lines of accountability and opportunities to escalate risk.
- The Strategy will be open to the relevant Scrutiny Board as part of the consultation phase and for regular checks against progress.

2. Communication and Engagement

- A comprehensive Communications and Engagement Plan will accompany the Safer Leeds Strategy, ensuring that communicating key messages and outcomes, and engaging with the public and relevant agencies is a priority.

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	N/A
Lead person for your impact assessment (Include name and job title)	N/A

6. Governance, ownership and approval

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

Name	Job title	Date
James Rogers	Director of Communities and Environment	2nd July 2018
Date screening completed		2 nd July 2018

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 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 Governance Services	Date sent: 2 nd July 2018
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent: 2 nd July 2018
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: 2 nd July 2018