

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: Citizens & Communities | Service area: Migration Yorkshire |
| Lead person: Dave Brown | Contact number: 52437 |

1. Title: To accept grant funding to deliver a refugee integration programme in the Yorkshire and Humber region

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 a refugee integration programme in the Yorkshire and Humber region. Grant funding would be received from the 'Asylum, Migration and Integration Fund', and re-distributed to partner organisations to deliver services to increase refugee to integration in the Yorkshire and Humber region

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)

Migration Yorkshire will be managing the project and have considered these issues from the beginning of the process during the application and planning stages and will continue into delivery phase. Consultation has taken place with services regarding design and access to the project.

The project as a whole is explicitly intended to enhance equality, diversity, cohesion and integration. This includes a strategic approach, direct service provision to refugees and working with a range of sectors. The project includes a substantial research and consultation stream which will engage refugees and key services to improve refugee integration.

Migration Yorkshire as part of its project management role will be monitoring standards of delivery and progress towards integration across the region.

- **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 project by design is explicitly aimed at having a positive impact on these issues by aiming at the integration of refugees. It is intended to be a 'whole region' approach and integration should benefit everyone.

Migration Yorkshire are working with seven partner organisations to design and deliver the programme in local areas.

- **Actions**

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

The aim of Refugee Integration Yorkshire & Humber is to improve the integration of refugees in Yorkshire and Humber through a 'whole-region' approach, coordinating strategic and operational interventions underpinned by comprehensive evidence and refugee participation. Refugee Integration Yorkshire & Humber will deliver a regional strategy with commitments from all partners, galvanise key services and civil society, and provide support and opportunities for individual refugees.

The project includes a wide range of interventions toward refugee integration in the Yorkshire & Humber region, and all will contribute individually and collectively towards

equality, diversity, cohesion and integration.

Migration Yorkshire will manage the project communications strategy, 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 |
|---------------------------------|------------------|-------------|
| | | |
| Date screening completed | | |

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: |
| For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate | Date sent: |
| All other decisions – sent to equalityteam@leeds.gov.uk | Date sent: |

