

# 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: Children and Families</b>	<b>Service area: Early Help</b>
<b>Lead person: Julie Longworth</b>	<b>Contact number: 0113 37 86386</b>

**1. Title:** Families First 'Earned Autonomy' – the plan to use new freedoms to transform early help services for children and families

Is this a:

**Strategy / Policy**

**Service / Function**

**Other**

**If other, please specify**

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

This document is screening the EDCI implications of the proposed plans for use of Earned Autonomy funding to change and develop early help support for children and families. The main elements of this include: Early Help Hubs, new adolescent services and capacity building (workforce development, predictive analytics and performance management).

### 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 and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

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)

As mentioned in the Executive Board Report, existing work has considered equalities issues, principally ongoing local and national performance monitoring and evaluation of the 'Troubled Families' programme.

In addition, Leeds has recently undertaken a comprehensive review of family support services. This was undertaken by the commissioning team and involved extensive data analysis, engagement with partners and consultation over six month of intensive work. This review has informed the recent recommissioning of family support services and has also influenced the development of plans for Earned Autonomy.

Of course more work always needs to be done on this important issue so as such we will be undertaking more work as part of implementation and review of these new developments to more deeply understand the potential impacts of these new proposals.

- **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)

- Variability in the consistency and quality of equalities monitoring across providers
- Issues with access to services for families with a child with SEND

- **Actions**

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

- Improve equalities monitoring across all LCC provided and commissioned services
- Develop and implement an initial equalities and cohesion plan to be included as part of implementation plan in Q3/4 2018/19
- Ongoing evaluation and review of equalities and cohesion impacts during roll out of the Earned Autonomy plan – review in March 2019 and 2020.

**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
Lesley Wilkinson	Programme Manager	5 <sup>th</sup> October 2018
<p><b>7. Publishing</b>  This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.</p> <p>Please send a copy to the Equality Team for publishing</p>		
<b>Date screening completed</b>		
<b>Date sent to Equality Team</b>		
<b>Date published</b> (To be completed by the Equality Team)		