

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 or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Children and Families	Service area: Commissioning and Market Management
Lead person: Michelle Whippey	Contact number: 0113 378 5422

1. Title: European and National Lottery funded Building Better Opportunities - approval of the Leeds and Bradford Stronger Families Programme extension

Is this a:

☐

Strategy / Policy

☒

Service / Function

☐

Other

If other, please specify

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

In 2017 a partnership bid, led by Leeds City Council and involving Bradford City Council and 24 third sector partners, was approved by the National Lottery Community Fund to deliver early intervention and prevention support to families. LCC entered into a partnership agreement and provided grants totalling approximately £3m over two years and created a small number of posts to assist with the management of the project. The project is known as Stronger Families.

The overall aim of the project is to work with families who are facing a number of barriers to gaining employment including children with low school attendance, anti-social behaviour or criminal activity and mental health issues to provide early intervention and preventative support to enable them to overcome these barriers and enter or move closer to the job market. Specific targets are set for the project including the number of

people with a disability and the number of people from a BME background who the project should work with across both Leeds and Bradford.

The programme has successfully drawn down a further £3,501,200 of funding to continue to deliver the service from 1 Sept 2019 for the maximum period to Sept 2022. However with the programme's current staffing levels it is anticipated that the programme will finish by the end of December 2021. Initially staff contracts will end at the end of September 2021 with the plan to extend following a budget review later in the year.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies and policies, service and functions affect service users, employees or the wider community – city wide or more local. These will also have a greater or 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)

In order to inform the initial bid, significant consultation took place with a range of stakeholders including Housing Services, food banks, clusters and mental health professionals. Consultation was also undertaken directly with vulnerable families through an exercise managed by Voluntary Action Leeds who are one of the strategic partners on the bid.

The initial bid included 24 delivery partners who were selected through a competitive process for their ability to demonstrate the skills, experience and understanding required to work with and positively engage vulnerable families to achieve the project outcomes. The majority of delivery partners and organisations are community based organisations working within the diverse communities across both cities.

A partnership agreement was developed which was issued to all partners and included requirements regarding equality, diversity, cohesion and integration, including expectations around interpretation, religious and cultural considerations, to ensure fair access to the service.

17 of the original 24 third sector partners will continue to deliver their services in the extended period. Of those not continuing, the partnership agreements have either been terminated earlier in the programme or will not be extended beyond Sept 2019 due to the service offer not aligning to the Stronger Families programme requirements. A further partnership agreement was mutually terminated as a restructure affected the capacity of the partner to continue delivery.

In addition to the above, a project board was established to oversee service delivery. The board includes representation from key partners including service users.

- **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)

Targets for the project set by the National Lottery Community Fund include specific targets regarding the number of disabled participants and participants from BME backgrounds the services are expected to work over the term of the programme across

Leeds and Bradford. We expect the services under the project to proactively target and engage those vulnerable families most in need of this support whilst ensuring any specific targets set by the National Lottery Community Fund are met.

This investment into both Leeds and Bradford supports families to address barriers to employment through a combination of key worker support and specialist interventions. The services support families who do not yet meet the threshold for intensive support such as the national Troubled Families Programme (known as Families First in Leeds) but without early intervention support may go on to do so. The support assists families in gaining sustainable employment and therefore has a positive impact on those families with whom the services work.

The project is overseen by a Project Manager with support from contract management function from the Children and Families Commissioning team and finance manager.

Ongoing quality assurance with governance from the Project Board, including partners and key stakeholders, monitors performance of individual providers and the partnership as a whole to ensure the services are both accessible to minority groups on an ongoing basis and meets the specific targets for engagement set by the National Lottery Community Fund.

- **Actions**

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

The partnership agreement includes monitoring requirements for each provider which includes the equality characteristics of those being supported to allow the Project Manager and contract management to monitor the ability of providers to engage and support minority groups.

Performance reporting also analyses outcomes achieved to allow us to identify if there is any disparity in outcomes achieved between equality groups.

Access to services and outcomes is monitored at an individual provider level by the Contracts Officer and across the partnership by the Project Board.

A key strand of the partnership is the commitment from providers to share best practice both between providers and across Leeds and Bradford. Mechanisms for sharing best practice have been developed and includes engagement with those groups or communities who may traditionally be more difficult to engage with for a variety of reasons.

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
Michelle Whippey	Contracts Manager	18/6/2019
Date screening completed		Initial screening: 20/02/2017 Screening for extension period: 18/6/2019

7. Publishing	
<p>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.</p> <p>A copy of this equality screening should be attached as an appendix to the decision making report:</p> <ul style="list-style-type: none"> • 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. <p>Complete the appropriate section below with the date the report and attached screening was sent:</p>	
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: