

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: SFPC Project Team
Lead person: Alex Watson	Contact number: 0113 3789363

1. Title: Creation of posts to manage the initial phase of the Department for Education (DfE) ‘Strengthening Families Protecting Children’ programme.

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify: Recruitment

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

Recruitment to a new project team that will lead Leeds’ work on the DfE’s sector led improvement Strengthening Families, Protecting Children (SFPC) Programme.

DfE are funding additional capacity in Leeds, Hertfordshire and North Yorkshire to enable them to work with 20 other Local Authorities to help them improve through adapting and adopting the successful innovations led by these three pioneering areas.

This initial recruitment is intended to create some immediate capacity to organise the programme as whilst DfE have only just confirmed the programme and its funding they expect work to begin this month.

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)

The work to be carried out under the programme will have a positive impact for the most vulnerable families in Local Authority areas LCC partners with.

The resource required to support other local authorities could potentially impact on the service provided to the most vulnerable children and families in Leeds.

This recruitment provides an opportunity to increase opportunities internally and externally to have a positive impact on equality and inclusion for the service and the Local Authorities that the project group will be working with.

Working towards a workforce reflective of the diverse communities in the city allows the provision of a more inclusive and therefore more effective service to the Children and Families of Leeds.

- **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)

Analysis of the workforce both within the service and in the Council as a whole continues to show under-representation of certain groups, particularly in more senior posts. Under-represented groups include BAME, LGBTQ and disabled people.

- **Actions**

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

The report identifies posts that will strengthen the structure within Children and Families minimising the risk of any impact on local service delivery.

The recruitment process will be run through the Council's standard processes and every effort will be made to maximise the promotion of vacancies to people from groups currently under-represented in the workforce across Children's & Families

A values based recruitment approach will be adopted.

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
Alex Watson	Head of HR	18/10/2019
Date screening completed		18/10/2019

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: