

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: Children and Families	Service area: Youth Justice Service
Lead person: Andy Peaden	Contact number: 0113 3782045

1. Title: Skill Mill Social Impact Bond

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

2.1 The Skill Mill programme helps young ex-offenders (aged 16-18) engage with the labour market. It provides paid outdoor employment in their local area with on-the-job training in construction, environmental and flood management activities. This is a unique approach to both the rehabilitation and empowerment of ex-offenders and offers practical improvement of local environments.

2.2 Skill Mill has been operating in Leeds for 4 years, demonstrating the effectiveness of the programme. Re-offending rates are very low at around 9%. Employment take-up is high at around 60%.

2.3 Leeds is joining in with a scaling up of the Skill Mill programme across 10 local authority areas. This scale up is being made possible by an outcomes-funded partnership involving the Government's Life Chances Fund as co-commissioner with initial funding provided by social investment. The proposed programme will run for

four years starting early in 2020 and will work with 320 participants (32 from each Authority on average).

2.4 Each Local Authority is supporting the programme with a commitment to pay a maximum of £200,000 for successful outcomes over the four years and to make a secondment of a Youth Justice supervisor to the project. The Skill Mill will pay for the salary of seconded employees over this period.

3. Relevance to equality, diversity, cohesion and integration The Skill Mill service delivery should have a positive impact on young people who are frequently subject to multiple disadvantages and will positively contribute to their ability to integrate within their communities.

3.2. The target group for the Skill Mill are those young people that are furthest away from the labour market and need the greatest amount of support to succeed in obtaining employment

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 Skill Mill service delivery will positively impact on young people in the justice system who are frequently subject to multiple disadvantages
- These proposals will contribute to their ability to integrate within their communities.
- The target group for the Skill Mill are those young people that are furthest away from the labour market and need the greatest amount of support to succeed in obtaining employment

- **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 Skill Mill programme helps develops relationships with employers and will improve options for the employment of young people in the Justice System within Leeds

- **Actions**

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

- The Youth Justice Service needs to capitalise on the relationships through Skill Mill to support other young people in the Justice System into employment.

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
Andy Peaden	Head of Youth Justice Service	07 January 2020

7. Publishing

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.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screenings should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed	07 January 2020
If relates to a Key Decision - date sent to Corporate Governance	07 January 2020
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	