

# 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.

<b>Directorate: City Development</b>	<b>Service area: Regeneration</b>
<b>Lead person: Sam Lewis</b>	<b>Contact number: 378 6965</b>

## 1. Title: Morley Town Deal

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The Ministry of Housing, Communities & Local Government (MHCLG) has invited the Council to bid for up to £25m for Morley under the Towns Fund to support regeneration and economic growth.

The screening relates to the formation of a Morley Town Deal Board and the work required to be taken forward for the development of a Town Investment Plan.

### 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"><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)

The Morley Town Deal Board will be established in accordance with guidance in the government's Town Deal prospectus, which specifically sets out required role, representation and function of a Board. For example, the Board should include whenever applicable different levels of local authorities, local businesses and investors, communities and may include or engage such institutions as Job Centre Plus, anchor institutions like cultural and creative industries, housing associations, further education colleges etc. Membership of the Board will need to be representative of the community and EDCI considerations across Morley.

The Town Investment Plan will be developed with input from the Morley Town Deal Board who will work within an agreed appraisal framework, which will have EDCI considerations embedded.

Consultation and engagement will take place with a wide range of stakeholders, residents especially targeting hard to reach groups, businesses, community & voluntary sectors and faith groups.

LCC Comms Team will be developing a Communication Plan which will ensure all EDCI considerations are taken into account to engage with a wide and diverse a range of people, groups and communities.

- **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)

At this point in the process we do not have any proposed projects within the programme and we are awaiting further guidance from the Government. However, with the development of the Town Deal Board we are starting to develop relationships and partnerships within the different sectors internally and externally for Morley.

- **Actions**

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

A formal process will be instigated to establish the Morley Town Deal Board including a robust recruitment process to recruit members to the Board. All members will have to adhere to the Nolan Principles for Terms of Reference & Code of Conduct.

Consequently, the Town Investment Plan will be developed by the Council with input from this Board and the Government should publish further guidance on the appraisal framework to assess forthcoming projects for inclusion in the Morley Town Investment Plan.

A report is going to Executive Board in March 2020 requesting that the Council is made the accountable body in development in Morley Town Investment Plan and to agree the principles of governance and membership of the Morley Town Deal Board with decisions delegated to the Director of City Development in consultation with the Exec member.

EDCI matters will be embedded in these processes throughout.

**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
Sam Lewis	Principal Regeneration Officer	20/02/2020
<b>Date screening completed</b>		

**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](mailto: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 <b>Governance Services</b>	Date sent: 20/2/20
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: