

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 & Families	Service area: Partnerships & Health
Lead person: Sue Rumbold	Contact number: 01133783629

1. Title: Thriving: A Child Poverty Strategy		
Is this a:		
<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function	<input type="checkbox"/> Other
If other, please specify		

2. Please provide a brief description of what you are screening
<p>The Child Poverty strategy has been created based on consultation from a wide range of partners. The main report reflects upon the barriers faced by children who live in poverty and looks at how council directorates and a large range of partners can do more for children living in poverty in Leeds. The content of the strategy is being screened to ensure that there are no negative impacts on equality, diversity, cohesion or integration. Executive board requested oversight of monitoring the impact of the actions taken under each priority workstream in the strategy. This will include qualitative and quantitative information reported twice a year.</p>

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"> • 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 Child Poverty Strategy has been developed in consultation with a wide range of partners. Placing prominence on equality, diversity, cohesion and integration is key to

this work, as it aims to improve the lives of those who experience poverty. A key stakeholder in our work is children and we have ensured that the voices and experiences of children living in Leeds is at the forefront of our strategy. Children and young people will be consulted as we understand the impact of mitigating poverty.

There is a focus on Equality and Diversity & Cohesion and Integration throughout our strategy and this will be highlighted as we report on the impact and outcomes. The Equality and Diversity & Cohesion and Integration section within this report highlights that equality and diversity issues have been considered throughout the work in developing the strategy. We have recognised that disadvantaged children are not a single group; characteristics such as Special Education Need and Disability (SEND), ethnicity and EAL (English as an Additional Language) interact with disadvantage with varying impacts on progress rates, gaps with non-disadvantaged pupils and the long term impact of disadvantage.

Equality Improvement Priorities have been developed to ensure our legal duties are met under the Equality Act 2010.

- **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 Child Poverty strategy is focused upon eliminating the impact of experiencing poverty, which has provided the opportunity for partnerships to form between external and internal partners. We recognise the variations in the complexity and breadth of the impacts of poverty, and are therefore addressing the impacts of experiencing poverty from a multi-organisational approach, which is based upon inclusive and equal partnerships. The strategy incorporates the formation of strong relationships between children and young people, council directorates, schools, education provisions, academics, third sector, private sector, public sectors, and community representatives to work on policies and projects which are low cost, but provide high impact solutions to improving the lives of children and young people in poverty.

Through this strategy, different partners across the city will work together to share their understanding, knowledge, resources and good practice to help tackle the impact of poverty on children and young people. We want to improve the opportunities and enable better outcomes for children and young people by collectively combatting the challenges that they face. The work will be overseen by the Child Poverty Impact Board, who will analyse key findings and promote these across the city,

We will report on the impact the strategy has on the lives of children and young people in the city which has been brought into focus during the Covid19 pandemic.

- **Actions**

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

- We will maintain and develop the work that is already being done to combat child poverty in Leeds
- We will continue to work in partnerships with children, young people, their families and internal and external partners, to ensure our strategy is shaped by the people who are living in poverty and by the partners who are working first-hand with these individuals
- We will also be working in close partnerships with third sector and private sector groups to provide further support to disadvantaged individuals and to collaborate with these partners to see what more can be done to help those living in poverty
- We will continue to monitor the data and trends on poverty in Leeds to ensure that the work we are doing is still effective and targeting the right areas across the region
- We will assess the success of the work being done by the impact workstreams to ensure that each workstream is producing tangible outcomes and working towards the broader ambition of reducing the impacts of poverty on children. We will also seek to understand the qualitative impact on the lives of children through their lived experience.
- The strategic board will assess the learnings of the impact workstreams and promote positive improvements both locally and nationally

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
Sue Rumbold	Chief Officer Partnerships & Health, Children & Families	1/6/2020

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.

Please send a copy to the Equality Team for publishing	
Date screening completed	1/6/2020
Date sent to Equality Team	
Date published (To be completed by the Equality Team)	