

8.4 Appendix 4 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: Adults and Health	Service area: Enterprise/ABCD
Lead person: Carmel Langstaff	Contact number: 0113 37 83912

1. Title: Asset Based Community Development and Asset Based Approaches

Is this a:

- Strategy / Policy** **Service / Function** **Other**

If other, please specify

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

The impact on individuals and communities with protected characteristics of the implementation and proliferation of Asset Based Community Development (ABCD) and Asset Based approaches within Adults and Health and across directorates

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).

There is a strong focus on equality embedded into the development and implementation of Asset Based Community Development (ABCD). This has been recognised by being prioritised as a directorate and LCC Equality Priority in the 'LCC Equality Improvement Priorities 2018 – 22' Namely 'To ensure that the move to ABCD/Strength Based Social Care has a strong focus on tackling inequalities.'

This aligns with the core of ABCD which begins by finding out what the people living in a community care enough about to work on together to change, develop and/or sustain. The assumption is that, given the tools and the opportunity, small groups of local

residents can change the things that they believe need changing in their community better than anyone else.

However, we recognise that not all community activity will automatically have a focus on equality and therefore we need to keep an overview to ensure this focus is nurtured. Within this, we recognise that some community activity will be harder to access for some groups, especially those with care and support needs, which is a major issue for Adults and Health, though in effect, the actions within communities so far have had a strong focus on health and wellbeing.

We also recognise that areas of deprivation may need a different focus to wealthier areas, similarly, communities of interest will naturally come together over key issues, indeed that is a strength of ABCD and asset based approaches, but we need to ensure that this is supported and valued across all equality groups.

Core to understanding this is our work on measuring outcomes. This has been developed with community builders across the city, supported by Leeds Beckett University, who are using the work in Leeds to develop a model nationally. This is based on 3 core outcomes:

Individuals and communities are better connected

Communities identify and work to bring about the changes they want to see

People have good friends

To get information on the above we use a mixture of:

- Local asset maps (including how they are shared / accessed and maintained)
- Quarterly reporting on activity
- Community Builder Log/diary
- Social Media pages
- Quarterly reporting from pathfinders
- Community Builder Log/diary
- Organisational work plans
- Quarterly reporting on use of 'Small Sparks'
- Case Studies and photos

Whilst these are not broken down by protected characteristics (it is deliberately a very light touch recording) the richness of the information we get back does give a strong sense of engagement with different equality groups, which has informed the findings below.

We have used the learning from the inequalities highlighted in the Covid 19 crisis as covered in the report to Executive Board to further inform the approach to ABCD

• **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 nature of ABCD is that communities themselves identify what needs to be done, how

it is done and who is involved in delivering activity. As such it is not our role to control this. However, the information we get from monitoring the outcomes from the approach highlighted above has shown that much of the work has focused on individuals and communities from protected characteristics. This has been particularly the case around the engagement of older people and of people with mental health needs. The work on ABCD also developed in parallel with the formation and expansion of the Migrant Access Project – which itself has used asset based approaches to engage with a huge range of migrant communities in the city, bringing about very positive changes. We have also linked with Leeds Gypsy and Travellers Exchange (Leeds GATE), who have used ABCD to support that community to better support itself, again with very positive results.

One group though that we noticed initially who did not seem to be benefiting were people with Learning Disabilities. The reasons for this are complex, but include a very long tradition in Leeds of providing services for people with a learning disability, and whilst many of these services are very good, and diverse, they are largely based on taking people out of local neighbourhoods and providing specialist support, at the same time, providing a local activity, such as a walking group, knit and natter, men in sheds etc. which are ran by local people, can be difficult to be delivered to people who have higher support needs. As such we have focussed 2 of the pathfinders to look at ABCD through a Learning Disability 'lens' to see how this issue can be addressed and to inform the other sites and future developments.

We are similarly exploring options for others with higher support needs, such as Dementia or higher levels of impairment, and looking at how asset based approaches can be used within these groups.

The work has also been focussed (with the exception of Migrant Access Project and Leeds GATE) within neighbourhoods rather than communities of interest. By its nature ABCD works best around where you live. However, elements of it, and certainly asset based approaches can be applied in communities of interest, and we are in discussions with representatives from Leeds LGBT+ community on how ABCD can be used to support that community further.

In addition recent work in Leeds has focused on understanding the disproportionate or differential impact on inequality of the COVID-19 pandemic on the city's Communities of Interest. Communities of Interest have been identified as groups of people who share an identity, for example, people with a learning disability, or those who share an experience, for example, the homeless community. As noted in the report, working with communities of interest, alongside specific neighbourhoods in an asset based way is an effective way to improve outcomes for those neighbourhoods and communities.

- **Actions**

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

As noted in the report, there are currently 12 Pathfinders. We deliberately included all the priority neighbourhoods in the first tranche of sites (Though Holbeck is coming on stream a little later this year). This is to ensure ABCD has that strong focus on working in areas of deprivation and in areas with diverse communities.

We also wanted to ensure a strong focus on learning disability, learning from above.

Therefore pathfinders are working with people with learning disabilities who have reported feeling listened to and support, they have created 'Big Dream' plans for the area. Increased confidence and self-esteem have been reported from local residents with learning disabilities running a series of coffee mornings at the local community centre, creating a social space for local residents.

Sharing skills workshop created to share interests, share ideas and skills such as writing, poetry and crocheting skills.

Community Builders have connected socially isolated residents through coffee meet ups, exploring what interests them, making social connections and building friendships that has created community connectors who have created other social groups without the support of the paid Community Builder.

More generally, the Community Builders and others working in ABCD are supported by a Leeds ABCD Practitioner Network. Touchstone Leeds are commissioned to support this network. Touchstone have a very strong focus and track record on equality. Part of the role of the network is to share good practice and to ensure the core values and aims of ABCD are stuck to. This has included sessions on equality issues and shared learning on 'what works'.

We are using learning from the nequalities highlighted through covid 19 to further engage with communities of interest and to ensure citizens from these communities are supported to act as community connectors.

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:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Mick Ward	Chief Officer, Transformation and Innovation	12/05/20
Date screening completed 12/05/20		

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: July 2020
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: July 2020