

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: City Development	Service area: Economic Development
Lead person: Vanessa Smith	Contact number: 0113 37 88808

1. Title: 'Leeds Economic Recovery Framework' report for Executive Board

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

This screening document is in relation to the 'Leeds Economic Recovery Framework' report which is due to be discussed by Executive Board in October 2020 and its associated Appendix.

COVID-19 has had an unprecedented impact on the economy locally, nationally and internationally. Our ambition remains to create a strong economy set within a compassionate city and we will refresh our Inclusive Growth Strategy when the time is right after the immediate COVID-19 crisis has passed. Until this point is reached, we will follow an approach to economic recovery centred on 3R's: Respond, Reset and Renew, and Building Resilience. We are proposing an approach to economic recovery rather than a plan so we can adapt quickly whilst striving to build more resilience into our economy. The Economic Recovery Framework outlines this approach in detail.

The Economic Recovery Framework is intended to be a starting point for a city-wide conversation. We will also aim to hold an online Inclusive Growth Extended Delivery Partnership event later this year to continue this conversation further as part of our economic recovery approach. From this, we intend to continue close collaborative working with our partners and key stakeholders on both the progression of the refresh of the Inclusive Growth Strategy and the establishment of the Social Progress Index as a key measure of inclusive growth in Leeds. We are clear that ensuring our city's economic recovery will require the committed and actions of all across Leeds, not just the Council.

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)

It is clear that the impact on the economy and to people's health as a result of the COVID-19 crisis will raise inequalities in the city. Those on lower incomes are more likely to work in sectors affected by the virus, such as Hospitality; the young are suffering through missing out on education and difficulty finding employment that is inflicting long-term damage to young people's prospects in life and creating a 'COVID generation'; and mortality rates from COVID-19 in the most deprived areas are more than double the least deprived areas.

Furthermore, over recent months more data and analysis has been published, both on the direct health impacts of COVID-19, but also on the emerging social and economic consequences. On 2nd June 2020, Public Health England (PHE) published the findings of its review in to how different factors such as age, sex and ethnicity affect COVID-19 risks and outcomes. The report confirmed that the virus' impact mirrors existing health inequalities and, in some cases, has increased them further, identifying those groups seemingly at most risk, including the elderly; men; people from deprived areas; those from black and ethnic minority communities; people in low-paid or low-skilled occupations; and people with underlying health conditions.

The economic recovery approach outlined in the report to Executive Board shows that we continue to be committed to working towards inclusive growth and a recovery for all within the city. These include, but are not limited to, protecting our most vulnerable and tackling inequality; improving people's health and wealth; adapting to accelerating trends in work and travel patterns; delivering transformational projects across the city; and leading the way towards becoming a Net Zero City. The overall objectives are to reduce, inequality, tackle deprivation and ensure the benefits of a recovering and growing economy reach all citizens 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)

COVID-19 has had an unprecedented impact on the economy locally, nationally and internationally. The crisis has shown, however, that our priorities of Inclusive Growth, Health and Wellbeing and tackling the Climate Emergency are the right ones and consequently they form the basis for our recovery.

Our ambition remains to create a strong economy set within a compassionate city and we will refresh our Inclusive Growth Strategy when the time is right after the immediate COVID-19 crisis has passed. Until this point is reached, we will follow an approach to economic recovery centred on 3R's: Respond, Reset and Renew, and Building Resilience. We are proposing an approach to economic recovery rather than a plan so we can adapt quickly whilst striving to build more resilience into our economy. The situation remains fast-moving and the continued uncertainty surrounding the overall impact of the crisis on the city's economy is also why we propose an approach rather than a plan whilst we understand further the full implications of coronavirus. The impact of a potential second wave of the coronavirus and other future economic impacts, including the UK leaving the EU single market, could increase the risk profile of the economy further.

Leeds is leading the way on focusing on Inclusive Growth as a way to tackle issues with inequality. Therefore, the economic recovery framework, with its driver of Inclusive Growth, is not a typical economic plan, but rather a framework to develop recovery and good growth coming out of the coronavirus crisis, as well as being one that prepares our economy for future events too. As such, it is believed that the framework will have a positive impact on equality, diversity, cohesion and integration.

- **Actions**

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

We know that in the longer term we need to continue to focus on building more resilience into our broad-based economy; protecting our most vulnerable and tackling inequality; improving people's health and wealth; adapting to accelerating trends in work and travel patterns; delivering transformational projects across the city; and leading the way towards becoming a Net Zero City.

It is clear that we are going to need to refresh the city's Inclusive Growth Strategy and that to do this we will need to undertake consultation with key partners and stakeholders from across the city. We will do this once the economic impact of the COVID-19 crisis is clearer and when we have more certainty than the current period of flux.

The Economic Recovery Framework document, and the Executive Board report, are intended to be a starting point for a city-wide conversation. We will also aim to hold an online Inclusive Growth Extended Delivery Partnership event later this year to continue this conversation further as part of our economic recovery approach. From this, we intend to continue close collaborative working with our partners and key stakeholders on both the progression of the refresh of the Inclusive Growth Strategy and the establishment of the Social Progress Index as a key measure of inclusive growth in Leeds. We are clear that ensuring our city's economic recovery will require the committed and actions of all across Leeds, not just the Council.

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	
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
Vanessa Smith	Economic Development Officer	01/10/2020
Date screening completed		01/10/2020

7. Publishing	
<p>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.</p> <p>A copy of this equality screening should be attached as an appendix to the decision making report:</p> <ul style="list-style-type: none"> • 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. <p>Complete the appropriate section below with the date the report and attached screening was sent:</p>	
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: