Equality, Diversity, Cohesion and Integration Impact Assessment

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. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Directorate: Communities and Environment	**Service area: Communities**
Lead person: Shaid Mahmood	**Contact number: 0113 3789885**
Date of the equality, diversity, cohesion and integration impact assessment: 3rd November 2017	

1. Title:
Locality Working – Tackling Poverty and Reducing Inequalities

Is this a:

[X] **Strategy /Policy** [ ] **Service / Function** [ ] **Other**

If other, please specify

2. Members of the assessment team:

Name	**Organisation**	**Role on assessment team e.g. service user, manager of service, specialist**
Jane Maxwell	Leeds City Council	Manager of Service
Bash Uppal	Leeds City Council	Manager of Service
Martin Dean	Leeds City Council	Manager of Service
Liz Jarmin	Leeds City Council	Manager of Service
Lelir Yeung	Leeds City Council	Specialist
Pauline Ellis	Leeds City Council	Specialist

3. Summary of strategy, policy, service or function that was assessed:

To develop and deliver a new place-based and more integrated approach to service delivery to tackle poverty and reduce inequality in the city's most challenged neighbourhoods, moving away from the arbitrary geographical split of the three 'wedges' in the city and being more focused around our most deprived 1% of neighbourhoods. This

approach will be achieved by -

- Prioritising collective work and endeavour in targeted wards and priority neighbourhoods.
- Using the capacity and capability of council staff and the council's partners more effectively to deliver joint interventions.
- Working with and alongside community committees and residents in those neighbourhoods supporting local people to do more for themselves and for others.
- Influencing culture change in the council by doing things differently and with a Can Do approach.

4. Scope of the equality, diversity, cohesion and integration impact assessment
(complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

4a. Strategy, policy or plan (please tick the appropriate box below)	
The vision and themes, objectives or outcomes	**X**
The vision and themes, objectives or outcomes and the supporting guidance	
A specific section within the strategy, policy or plan	
Please provide detail: Tackling Poverty, Reducing Inequalities: A change in focus using joint interventions between council services and those that are delivered by our partners in a more integrated services approach around specific neighbourhoods developing more resilient communities.	

4b. Service, function, event please tick the appropriate box below	
The whole service (including service provision and employment)	
A specific part of the service (including service provision or employment or a specific section of the service)	
Procuring of a service (by contract or grant)	
1.1 **Please provide detail:**	

5. Fact finding – what do we already know

In May 2016, the council initiated a review of the way we work together locally across the council and with our partners. It was initiated following an analysis of the Indices of Multiple Deprivation 2015 data set and a workshop with key service representatives on how things were feeling in our most disadvantaged neighbourhoods in the city. The review was led by the Director of Communities and Environment and the Chief Officer Communities working alongside a cross council team of Chief Officers and Heads of Service. The review sought to develop an approach to improving outcomes across the city, for our most deprived and challenged neighbourhoods and for cohorts of people vulnerable to the effects of poverty, inequality, or at risk of safeguarding, vulnerability and cohesion related issues. In tackling such issues, a significant contribution could be made to supporting key council priorities, including reducing the number of looked after children and supporting vulnerable adults and developing more resilient communities.

At the heart of the council's plan 2017/18 is the tackling of poverty and the reducing of inequalities. Poverty is undoubtedly complex with a range of factors that contribute to its proliferation and this past decade has been challenging for many of the people of Leeds. The national Indices of Multiple Deprivation data[1] set clearly articulates that in Leeds in 2015[2] there are now sixteen lower super output areas (LSOA) in the worst 1% of neighbourhoods nationally.

The national Indices of Multiple Deprivation data for 2015 demonstrates that some neighbourhoods in the city of Leeds have become poorer and outcomes for these neighbourhoods have deteriorated with increasing poverty and inequality. There are sixteen neighbourhoods in Leeds that are categorised as being in the most deprived 1% of neighbourhoods nationally. Whilst it is understood that poverty is complex and is influenced by a range of contributory factors it is clear that without a change in focus comprising of joint interventions from council services working alongside those that are delivered by our partners in a more integrated services approach around specific neighbourhoods, the deleterious effects of poverty and inequality will exacerbate the already challenging circumstances faced by citizens in our poorest neighbourhoods.

Work has taken place to understand the demographics of the local population in our most challenged neighbourhoods to prioritise the proposed changes and enable the targeting of services in an approach that encompasses joined up universal, targeted and specialist services at neighbourhoods level.

The engagement of local ward councillors in their wards is of critical importance in developing a more targeted service approach. Their role as local democratic leaders in shaping their places, having oversight of and driving neighbourhood improvement activity against an agreed plan, and their skills in managing the relationship with stakeholders and services is crucial if we are to make tangible differences in our inner city wards that contain the sixteen most deprived 1% of neighbourhoods nationally or that have significant

[1] The index is calculated from seven domains of deprivation (https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/464431/English_Index_of_Multiple_Deprivation_2015_-_Infographic.pdf) ranging from income, employment, education, health, crime, barriers to housing and services and the living environment, weighted in that order of priority. It can be used to compare small areas across the country and larger local authority areas and it can be used to look at changes in relative deprivation between the historical versions so that the ranks of neighbourhoods between one IMD census and the next can be compared.

[2] https://www.gov.uk/government/statistics/english-indices-of-deprivation-2015

community cohesion issues and where we are aware of tension and conflict. These priority wards already have neighbourhood improvement plans in place and it's important that the embryonic work continues and is advanced in the coming years.

At a city wide level, the 10 community committees that have been developed since 2014 and have built on many years of experience in locality working, remain as a construct for universal approaches to wider wellbeing, aligning strategic priorities and the ambitions of locality working with local communities to deliver joint action. They are very much core to our 'Go Local' approach with ward members from three or four wards at the heart of these arrangements, linked through their chairs to the executive member for communities and through their community committee champions to cabinet portfolio holders.

Are there any gaps in equality and diversity information
Please provide detail:

Specific equality data for each of the priority neighbourhoods

Action required:
Detailed equality analysis for each priority neighbourhood.

6. Wider involvement – have you involved groups of people who are most likely to be affected or interested

[X] **Yes** [ ] **No**

Please provide detail:

The following individuals and groups have been consulted and engaged throughout the locality working review and the design of the new arrangements and approach to locality working: Executive Member for Communities; Executive Board Members; CLT; BCLT; Chief Officers and Heads of Services; BCLT Echo events; West Yorkshire Police; Health; Third Sector leadership; Community Committee Chairs Forum; Stronger Communities Breakthrough Programme Champions, the Housing, Communities and Environment Scrutiny Committee Working Group

Action required:

Development of specific involvement and engagement plans for each priority neighbourhood involving key local stakeholders.

7. Who may be affected by this activity?
please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

Equality characteristics

[X] **Age**	[X] **Carers**	[X] **Disability**
[X] **Gender reassignment**	[X] **Race**	[X] **Religion or Belief**

[X] **Sex (male or female)**	[X] **Sexual orientation**
[X] **Other** Poverty	

Stakeholders

[X] **Services users**	[X] **Employees**	[X] **Trade Unions**
[X] **Partners**	[X] **Members**	[ ] **Suppliers**
[ ] **Other please specify**		

Potential barriers.

[X] **Built environment**	[X] **Location of premises and services**
[X] **Information and communication**	[X] **Customer care**
[X] **Timing**	[X] **Stereotypes and assumptions**
[X] **Cost**	[X] **Consultation and involvement**
[X] **Financial exclusion**	[X] **Employment and training**

Please specify
The overarching approach that is proposed will have all of the potential barriers listed above. These are likely to be different for each priority neighbourhood and this will be identified in each delivery plan.

8. Positive and negative impact
Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

8a. Positive impact:

Tackling poverty and inequality in the sixteen neighbourhoods that are categorised as the most deprived 1% of neighbourhoods nationally.

Action required:

Monitoring the effectiveness of work undertaken in the priority neighbourhoods

8b. Negative impact:

Perception that the approach is dependent only on the redistribution of resources to the targeted neighbourhoods rather than an opportunity to do things differently with existing resources and joined up service interventions that enable local people to do more for themselves and for others.

Action required:

Communications plan

9. Will this activity promote strong and positive relationships between the groups/communities identified?

[X] **Yes** [ ] **No**

Please provide detail:

There will be the promotion of strong and positive relationships in the priority neighbourhoods.

Action required:
Communication and effective and continued engagement with all stakeholders across the City by the council and by partners.

10. Does this activity bring groups/communities into increased contact with each other? (e.g. in schools, neighbourhood, workplace)

[X] **Yes** [ ] **No**

Please provide detail:
The proposal is to work with groups and communities in the priority neighbourhoods to tackle poverty and inequality

Action required:
Appropriate involvement and engagement that works with and across priority neighbourhoods which

11. Could this activity be perceived as benefiting one group at the expense of another? (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people)

[X] **Yes** [ ] **No**

Please provide detail:
Perceptions around the redirection of resources from other geographical locations rather than an opportunity to do things differently in a more focused and collective way with existing resources.

Action required:

Communication involvement and engagement

12. Equality, diversity, cohesion and integration action plan
(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	**Timescale**	**Measure**	**Lead person**
Produce equality analysis for each priority neighbourhood (to include other relevant data, such as, Hate Crime)		Equality data sets	
Develop appropriate involvement and engagement plans for each priority neighbourhood which are inclusive of all stakeholders and residents		Involvement and engagement plans implemented	
Identify potential barriers on who may be affected (as highlighted in section 7)		Actions identified and considered	
Consider effective monitoring of impact on equality for each priority neighbourhood		Monitoring information	
Develop a communication plan for each priority neighbourhood and the wider city		Effective communications in place	

13. Governance, ownership and approval State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment		
Name	Job Title	Date
Shaid Mahmood	Chief Officer Communities	3rd November 2017
Date impact assessment completed		**3rd November 2017**

14. Monitoring progress for equality, diversity, cohesion and integration actions (please tick)

☐	As part of Service Planning performance monitoring
X	As part of Project monitoring
X	Update report will be agreed and provided to the appropriate board Please specify which board: Executive Board and City wide Neighbourhood Improvement Board (to be set-up January 2017).
☐	Other (please specify)

15. 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 impact assessment 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 impact assessments 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 assessment was sent:

For Executive Board or Full Council – sent to **Governance Services**	Date sent: 6th November 2017
For Delegated Decisions or Significant Operational Decisions – sent to appropriate **Directorate**	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: