

## 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:</b> <b>Communities and Environment</b>	<b>Service area:</b> <b>Communities Team</b>
<b>Lead person:</b> <b>Shaid Mahmood</b>	<b>Contact number:</b> 0113 378 9885

<p><b>1. Title:</b> <b>LCC endorsement of the Keep it Local Principles</b></p> <p>Is this a:</p> <p> <input type="checkbox"/> <b>Strategy / Policy</b>                                          <input type="checkbox"/> <b>Service / Function</b>                                          <input checked="" type="checkbox"/> <b>Other</b> </p> <p><b>If other, please specify</b> Leeds City Council is recommended to endorse the Keep it Local Principles and join the Keep it Local Network</p>
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<p><b>2. Please provide a brief description of what you are screening</b></p> <ul style="list-style-type: none"> <li>• Leeds City Council is recommended to endorse the Keep it Local Principles and join the Keep it Local Network</li> <li>• Equality, diversity, cohesion, inclusion, community integration and empowerment are central to the Keep it Local approach and it is intended to drive best practice, equity, fairness and best outcomes for all communities</li> <li>• The Keep it Local Principles and supporting tools have been developed by the national charity Locality in order to support and encourage a determined focus on</li> </ul>
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maximising investment into and investing in and building on local community assets in order to deliver sustainable people centred services that deliver better outcomes, save money and minimise demand on public sector funding

- The drive is the delivery of person centred services, which are designed and delivered by and for people and communities

### 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)

LCC is being asked to endorse the Keep it Local Principles and join a new Keep it Local Network of Local Authorities.

- Equality, diversity, cohesion and community integration and empowerment are central to the Keep it Local approach
- The fundamental aim of the Keep it Local approach is to ensure that people and communities are at the centre of the design of policy and all decisions that impact on their lives; that they are collaborators or leaders in the delivery of activities and services.
- The underpinning philosophy is a people-centred approach, which means that inclusion, breaking down barriers to engagement and active participation and the consideration of people's individual circumstances and experience is fundamental to the approach.

The approach to equality, diversity, cohesion and integration the council takes within policy and practice has been taken into account.

Working towards implementation of the Keep it Local Principles, includes activities and approaches that are fundamentally informed by equality, diversity, inclusion and fairness goals.

- **Key findings**

The Keep it Local Principles have been developed by Locality which is a charitable, third sector membership organisation which is underpinned by a commitment to address inequality and promote empowerment of communities.

- Locality's vision is a fair society where every community thrives.
- Their member organisations are led by and work with and for minority, marginalised and vulnerable communities and individuals.
- 22 Leeds organisations are members of Locality and they are led by, operate in and work with some of the most deprived and vulnerable communities with the most complex needs
- Locality have a fundamental commitment to co-production, collaboration and inclusion, and that is reflected in the way that they develop policy and practice

Local within the context of this initiative means both local to Leeds and very local down to the smallest geography or specific community.

The Keep it Local approach supports the council's ambition around tackling poverty, equity and fairness. In particular, the approach to equality and diversity within decision-making, policy and practice which is integrated within for example: the approach to locality work; social value charter; commissioning framework and third sector partnerships.

If there are any policy, project or investment decisions that develop as a result of progress towards implementation of the approach, there are robust arrangements in place that enable colleagues to give proportionate due regard to equality, diversity, cohesion and integration

Keep it Local is not a policy or an action in itself. However, it has the potential to help us think differently about some of the challenges we face and the way we do business, underpinned by a vision of a fair society where every community thrives, which echoes our ambitions as a council. It is a supportive space to focus on how we are doing things, not just what we are doing.

Endorsement of the Keep It Local Principles and membership of the Network will:

- galvanise focus and commitment to addressing our challenges
- provide the council and partners with support from *Locality*, a body of research and roots to expertise
- enable us to benefit from the experience of other member cities on issues where we are looking to develop and strengthen our approach
- raise challenges for and expectations of the larger third sector organisations in respect of their role in supporting the local area and community and small community groups ecosystem

One of the primary objectives of the Keep it Local approach is to support and encourage a determined focus on sustainable people centred services that deliver better outcomes for all communities.

- There is an underpinning recognition that a people centred approach is the most appropriate way to engage with and deliver best outcomes for those with the most complex needs ,who are the most vulnerable and marginalised.

#### • **Actions**

If the Keep it Local Principles are endorsed by the council, colleagues will be encouraged to explore all opportunities to develop an understanding of the ambitions and pursue opportunities to deliver for example the person-centred approach at the heart of this initiative or social value benefits for neighbourhood or other communities through procurement.

Working towards implementation of the Keep it Local Principles, includes activities and approaches that are fundamentally informed by equality and diversity goals, including:

- Building on and maximising local community strengths and building strong and inclusive local partnerships.
- Using public resources to invest in the local economy and support community capacity.
- Maximising opportunities to secure social value benefits through commissioning and our strong civil society approach.
- Design, develop and provide services and activities which intervene early to deliver better outcomes and reduce long-term costs and drive down pressure on public services through engagement and co-production with communities and collaborative commissioning.

- Larger locally based third sector organisations step up and use their resources and capacity to play their part in nurturing and supporting a thriving local community ecosystem.

If the Keep it Local Principles are endorsed:

- The Executive Member for Communities will act as the Keep it Local Champion and will invite other city partners and sectors to adopt this approach
- The Director for Communities and Environment will be the Officer Champion
- The Chief Officer Communities will be the officer responsible for implementation.

Any policy development or proposed changes to processes that may emerge from this initiative will be subject to the usual screening including consideration of equality, diversity, cohesion and integration.

**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:	NA
Date to complete your impact assessment	NA
Lead person for your impact assessment (Include name and job title)	NA

### **6. Governance, ownership and approval**

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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
Shaid Mahmood	Chief Officer Communities	06.10.20
<b>Date screening completed</b>		02.10.20

### **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](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: 22.10.20
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: