

# 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>Children and Families</b>	<b>Service area:</b> <b>Youth Offer</b>
<b>Lead person:</b> <b>Victoria Fuggles</b>	<b>Contact number:</b>

<b>1. Title: Youth Work Review</b>		
Is this a:		
<input checked="" type="checkbox"/> <b>Strategy / Policy</b>	<input checked="" type="checkbox"/> <b>Service / Function</b>	<input type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>		

<b>2. Please provide a brief description of what you are screening</b>
<p>The screening relates to two items:</p> <ul style="list-style-type: none"> <li>a) Vision for Youth Work</li> <li>b) New youth work delivery model</li> </ul> <p>The Vision for Youth Work has been developed to outline the council’s approach to youth work delivered in house, by commissioned partners and independent community organisations.</p> <p>It sets out the benefits of youth work and the principles of delivery to provide high quality universal and targeted services for young people. The Vision for Youth Work will be endorsed by the Executive Board and form the basis of internal and commissioned delivery in the future.</p> <p>The new youth work delivery model outlines a change to how the internal youth service will be delivered and how we commission external providers. The model is underpinned</p>

by the new vision and will support the priorities in the Leeds Children and Young People's Plan.

### 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)

An equality screening has been completed and equality has been integrated throughout the considerations for the youth work review and proposals, including promoting community cohesion, targeting resources and provision to areas and communities of greatest need. Outcomes, attendance and benefits will be monitored internally and across commissioned provision.

The Vision and model have been developed using consultation and data on equality characteristics, deprivation and community cohesion.

Indices of multiple deprivation data has been cross checked with child poverty, attainment and other data to provide a clear evidence base for targeting work in certain localities.

A range of consultation methods were used including online, face to face and within schools to ensure a broad range of individuals from different areas and backgrounds, including young people with physical and mental health issues, contributed to the research that formed the new vision and model.

The attendance data was cross checked with ethnicity data from each ward to provide a picture of how well we are engaging young people from a BAME background, followed up with targeted consultation to understand challenges and barriers to participation.

- **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 review clearly demonstrated how poverty and deprivation affects a young person's opportunities and future prospects. The review recommended that budgets continue to be weighted towards deprived communities and this is reflected in the vision and model.

The findings of the review recognises that youth work provision needs to be accessible to all and flexible to target specific groups such as BAME communities, children looked after, and children living in disadvantaged neighbourhoods. The vision and model both reflect the need for universal and targeted provision.

Community cohesion is important to young people and they can be affected by negative perceptions of young people within their wider community. Giving young people the

chance to actively participate in community based youth work and have their contribution recognised through effective publicity forms part of the vision and new model.

The findings of the review recommended increasing community awareness of youth work and improved publicity, and this is reflected in the vision and will form an important part of work in the future.

**• Actions**

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

Attendance and engagement will continue to be monitored to ensure that young people accessing our services are reflective of the communities where they live.

Internal and external youth work providers will continue to participate in local activities and partnerships to promote community cohesion and engagement.

Improved community connectivity and promotion are key parts of the new vision that will be reflected in internal and commissioned youth work. We will work closely with communities to ensure that we are doing more to communicate effectively.

Equality considerations will continue to be monitored through attendance and outcomes monitoring tools. These will be standardised across all delivery under the new vision and contracts.

**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
Victoria Fuggles	Youth Offer Lead	April 2021
<b>Date screening completed</b>		March 2021

**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:
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: