

Equality, Diversity, Cohesion and Integration (EDCI) 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: Resources	Service area: Intelligence and Policy Service
Lead person: Tim Rollett	Contact number: 378 9235

1. Title: Risk Management Policy and Strategy Update

Is this a:

Y Strategy / Policy

 Service / Function

 Other

If other, please specify

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

The screening is being undertaken on aspects of the updated aspects of the council's existing Risk Management Policy and Strategy.

The areas that have been updated are:

- An update to the design of the Risk Management Process diagram, making it easier to read.
- The inclusion of details on the governance arrangements for risk management.
- Clearer links to additional risk management information and guidance on the council's Leeds.gov website and internal intranet, INSITE.
- Updated details about how to request risk management training and who to contact to request it.

- Details have been added about how the Policy and Strategy will be kept up to date in the future. These details include consideration of Equality, Diversity, Cohesion and Integration in any future updates.
- The addition of references to other areas closely linked to risk management.
- Updated terminology relating to the Intelligence and Policy Service (replacing the previous Risk Management Unit) and the addition of a Glossary of Terms to explain risk management terminology.

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

The update relates to an overarching policy and strategy which defines the risk framework (e.g. how to identify, assess and report risks). Separate policies exist which provide more detail how to manage specific types of risk and processes (e.g. Health and Safety, Safeguarding etc) and these will have more detailed consideration and due regard about how to manage specific Equality, Diversity, Cohesion and Integration risks.

Key findings

The update to the Risk Management Policy and Strategy will not have a significantly positive or negative impact on a particular group, protected characteristic, community or person.

The Policy and Strategy provide tools and techniques to assist council services to identify, evaluate and treat risks. Should any external facing risks arise (e.g. Major incident in the city) , they could affect the citizens and communities of Leeds. Should any internal facing risks arise (e.g. Health and safety failure), council employees could be affected. The updates to the Risk Management Policy and Strategy aim to help prevent the risks from arising or minimise their impact should they occur.

Effective risk assessments undertaken via the risk management process outlined in the Strategy would be undertaken on different groups where appropriate e.g. as part of risks on major incident in the city, major flooding and community cohesion risks.

Actions

Future updates of the Risk Management Policy and Strategy will consider 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:	N/A
Date to complete your impact assessment	N/A
Lead person for your impact assessment (Include name and job title)	N/A

6. Governance, ownership and approval

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

Name	Job title	Date
Geoffrey Turnbull	Senior Policy and Performance Officer	29 th June 2021

Date screening completed 29 th June 2021	
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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: 12 th July 2021
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent: N/A
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: N/A