

# 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/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

<b>Directorate: Communities, Housing and Environment</b>	<b>Service area: Migration Yorkshire</b>
<b>Lead person: Charlotte Cooke</b>	<b>Contact number: 0113 378 9014</b>

**1. Title:** To accept funding to continue co-ordination of the regional resettlement programme on behalf of local authorities in Yorkshire and Humber and respond to the acceleration of the Afghan Relocation Scheme

Is this a:

**Strategy / Policy**
         
  **Service / Function**
         
  **Other**

**If other, please specify**

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

1. The Government have announced a continuation of the resettlement programme, the 'UK Resettlement Scheme' and a recent urgent call for responses to the Afghan Relocation Scheme. Migration Yorkshire seeks to continue to co-ordinate these programmes for the Yorkshire and Humber local authorities, accept grant funding from the Home office and re-distribute to local authorities and delivery partners across the Yorkshire and Humber region to provide housing and associated integration assistance to programme participants.

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### 3. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/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 and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

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)

Yes. Co-ordinating this programme across local authorities allows them to be a 'hub' of expertise and knowledge to draw from within Migration Yorkshire for the benefit of local authorities, refugees and the wider community. The co-ordination role includes identifying gaps in service provision and supporting local authorities to look at supporting all aspects of integration for new arrivals into our communities. The support includes improving access to mainstream services for refugees and LES and those where English is a second language. Migration Yorkshire produce stats, reports and research to support local authority policy, planning and implementation, improving cohesion for all.

- **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)

Co-ordinating the resettlement programme has improved contact and positive relations with community groups, provided volunteering opportunities, raised awareness and worked to increase the voice of refugee and migrants at strategic and operational levels. Examples of this are improved mental health and wellbeing services, an interactive play for school children raising awareness of refugee issues and setting up a Refugee Advisory Group, increasing voice of those with lived-experience.

- **Actions**

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

**The examples above illustrate the positive impact of the regional programme. Migration Yorkshire also take a lead on myth busting and responding to negative as well as positive media stories. The Learn English website set up for resettled refugees now helps support access to English language learning for all in Y & H .**

**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

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

**7. Publishing**

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screening's should be sent to [equalityteam@leeds.gov.uk](mailto:equalityteam@leeds.gov.uk). For record keeping purposes it will be kept on file (but not published).

<b>Date screening completed</b>	
If relates to a Key Decision - <b>date sent to Corporate Governance</b>	
Any other decision – <b>date sent to Equality Team (equalityteam@leeds.gov.uk)</b>	