

# 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: Adults and Health</b>	<b>Service area: Public Health</b>
<b>Lead person: Janice Burberry</b>	<b>Contact number: 0113 3786025</b>

**1. Title: Increase capacity of the Education, Health and Safety function within the Children and Families Directorate, including, the Leeds Learning for Life Service to support the prevention and management of COVID-19 in Leeds educational establishments.**

Is this a:

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

**If other, please specify**

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

Due to the global Public Health emergency COVID-19 pandemic, approval is sought to continue to temporarily increase the capacity of the Education, Health and Safety function within the Children and Families Directorate, including, the Leeds Learning for Life Service to support the prevention and management of COVID-19 in Leeds educational establishments.

Further to the previous Significant Operation Decisions dated 28th October 2020 (D52423) & 29<sup>th</sup> January 2021 (D52689), funding from the Councils Contain Outbreak Management Fund will be used to continue to fund additional capacity within the Education, Health and Safety function and within the Children and Families Directorate

given the steep increase in numbers of Covid cases (3<sup>rd</sup> Wave) among children and young people and the subsequent continued need to prevent, monitor and manage Covid 19 in Education settings. These services will continue to implement and deliver on prevention and outbreak management including supporting establishing testing in education settings.

### 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)

Funding will be allocated to Children and Families Directorate to continue to fund the additional work they are delivering to prevent, monitor and manage Covid 19. Equality, diversity, cohesion and integration are a central tenant of this decision as we know children from disadvantaged backgrounds and BAME families have been disproportionately negatively effected by the Covid pandemic. Allocating COVID -19 funding to enable services within the Children and Families Directorate to prevent ,monitor and manage Covid 19 will help to reduce this impact. A number of these service including Children Centre Services and Leeds Health and Wellbeing service take a progressive universal approach focussing in the most disadvantaged areas.

This proposal has been co designed with these services and we have collectively considered how best to use the funding to maximise our impact on reducing the health inequalities associated with Covid 19. Each service has and will continue to consult with service users to improve the reach and impact of what is delivered .

- **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)

This proposal has been designed to narrow the health inequalities gap due to Covid 19.

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

Through this investment we will be able to better understand who is affected by Covid and take action to reduce the impact of this preventing child and family illness and improving school attendance.

**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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
Janice Burberry	Head Of Public Health Children and Families	31.08 21
<b>Date screening completed</b>		31.08.21

**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: