

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.

| | |
|--|--|
| Directorate: Adults and Health | Service area: Health Partnerships |
| Lead person: Tony Cooke, Chief Officer Health Partnerships | Contact number: Lisa Gibson – 07891 276707 |

1. Title:

Is this a:

Strategy / Policy

Service / Function

X

Other

If other, please specify Small grants made to Community Organisations.

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

The Multi-Agency Bronze Group on Shielding agreed put in place small grant funding for community organisations to support the 55,000 people in Leeds who are Clinically Extremely Vulnerable (CEV) to Covid-19 following the pause in shielding from 1st April and step 4 of coming out of lockdown from 19th July 2021.

It is proposed that 16 grants, ranging from £200 - £55,000, are made to community organisations across the city, with a total value of £235,551. The grants will be taken from a grant made to Leeds City Council by Central Government's Department of Housing, Communities and Local Government to the value of £522,227 for "Clinically Extremely Vulnerable Support" in March 2021.

The grants will allow community organisations to carry out a range of welcoming, secure and Covid safe activities to support people who are CEV to transition back to life post-shielding. Activities will include gardening/growing, friendship/buddying schemes and gentle exercise such as walking groups.

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?** (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)

In line with our existing shielding/CEV support plan, we have prioritised making grants to organisations who work with people who have a greater likelihood of poor health due to inequalities such as lower income, living in an area of high deprivation, already experiencing poor health or being part of a particular Community of Interest.

- **Key findings**

CEV transition activities are available across Leeds, targeted in areas of multiple deprivation. Organisations assuring us they can deliver their services in ways that are inclusive and welcoming was a key part of the grant making decision process. Organisations support particular groups, e.g. Age UK and the various Neighbourhood Network Schemes who will receive funding.

- **Actions**

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

Organisations will continue to consider protected characteristics and inclusive in the way deliver their CEV transition activities. Information about CEV transition and support more broadly is available in a range of community languages, both written and spoken.

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 |
|--|------------------------------------|------------------------------|
| Tony Cooke | Chief Officer, Health Partnerships | 13 th August 2021 |
| Date screening completed 10 th August 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 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: |
| For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate | Date sent: 13 th August 2021 for meeting 22 nd May 2021 |
| All other decisions – sent to equalityteam@leeds.gov.uk | Date sent: |