

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 considered 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: Communities, Housing and Environment	Service area: Safer, Stronger Communities
Lead person: James Rogers	Contact number: 0113 3788654

1. Title: Safer, Stronger Communities: Leeds Plan (2021-24)

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

Safer Leeds Executive has a statutory requirement to prepare and implement a Local Crime and Disorder Reduction Strategy. Locally, this strategy will be known as the **'Safer, Stronger Communities: Leeds Plan'**, within the next three years cycle.

The Plan sets out the overarching ambition of the Partnership: **'People in Leeds are safe and feel safe in their homes, in the streets and the places they go'**.

The Strategic Priorities are:

- Keep people safe from harm (victim)
- Prevent & reduce offending (offender)
- Create safer, stronger communities (location)

This Plan will be aligned where appropriate to the West Yorkshire Police and Crime 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"> • 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)

1. Equality, diversity, and cohesion are embedded throughout the Plan

- The draft Safer, Stronger Communities: Leeds Plan (2021-24) refers to the Safer Leeds Partnership's commitment to serve all members of its communities

effectively and acknowledges that all of its actions and plans should give due regard to implications for different groups and sections of the community.

- A key aim of the Plan is to work closely with a range of communities of interest, and in particular to improve all forms of victimisation, including hate crime reporting and domestic violence and abuse related incidents both of which are under reported.
- Equality, diversity, and cohesion will be relevant to all the strategic operational Boards delivery plans.

2. Equality related information and intelligence

- Safer Leeds has a statutory requirement to produce an annual Joint Strategic Assessment (JSA) to assess the scale and nature of crime and disorder in the city and to identify medium to long term issues affecting community safety.
- The JSA includes analysis of both a range of quantitative and qualitative data from across the partnership. It identified a number of reoccurring themes and this information and intelligence has therefore been used to inform the strategic direction of the Plan.

3. Consultation and engagement

- Evidence from public consultation via the Office of the Police and Crime Commissioner was collated along with intelligence from residents accessing Community Safety services, such as those delivered by Leeds Anti-Social Behaviour Team. This information has been used to inform the contents of the strategy. Similarly, a range of Outcomes Based Accountability sessions held with operational professionals and service users during the last 18 months and provided further evidence to inform the proposed approach.
- In addition, this Plan was opened to public consultation during September and October. In addition, this Plan was opened to public consultation during September and October 2021. This also included a direct request for feedback from the equality hubs within the City Council.
- As part of due diligence and scrutiny, at its remote consultative meeting on 15th July 2021 the Environment, Housing and Communities Scrutiny Board received early sight of the draft Safer, Stronger Communities: Leeds Plan (2021-24). On the 23rd September, in accordance with the Budget and Policy Framework procedure rules, the draft Plan was presented to Scrutiny Board (Environment, Housing & Communities) and supported as part of the formal consultation, prior to proceeding to the Executive Board for its consideration
- Finally, partners and representatives from a range of stakeholders (Leeds City Council; West Yorkshire Police; West Yorkshire Fire and Rescue Service; National Probation Trust; Leeds Clinical Commissioning Group, the Voluntary and Community Sector, West Yorkshire Community Rehabilitation Company; HM Prison Service, Leeds Children's Trust Board; Leeds Health and Wellbeing Board, Leeds Safeguarding Adults Board; Leeds Safeguarding Children Board have helped shape the new Safer Leeds Plan.

- **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)

Positive impact

1. Equality, diversity, and cohesion is embedded throughout the Plan and incorporated within the shared priorities.

The Strategic Priorities are:

- Keep people safe from harm (victim)
- Prevent & reduce offending (offender)
- Create safer, stronger communities (location)

The proposed Shared Priorities are:

- ASB and Public Order
- Domestic Violence and Abuse
- Hate Crime
- Illicit Drugs and Substance Use
- Offending Behaviours
- Organised Crime and Street Gangs
- Exploitation and Radicalisation
- People with multiple needs (Inc. Rough Sleepers and Sex Workers)
- Violence and Sexual Crime (Inc. Modern Slavery & Human Trafficking)
- Violence Against Women and Girls

2. A strong ethos of partnership working collaboration, consultation, and engagement

- Safer Leeds will work with and support other partnership boards and delivery groups on the following issues through its new Safer, Stronger Communities approach which places a greater emphasis on early identification, prevention, and intervention, so we can be responsive to local needs by working with communities before a crisis point, and thus prevent future victimisation and offending.
- The Safer, Stronger Communities approach will guide strategic thinking and operational activity across all the shared priorities, so we can seek to address the impact of inequalities experienced by some members of our communities, who may be more affected by incidents and/ or crimes, and thereby:
 - ❖ Strengthen the safer and stronger elements of partnership working
 - ❖ Address crime and anti-social behaviour to keep people safe from harm, and
 - ❖ Be responsive to local needs, to create thriving, resilient communities that promotes respect
- The approach is based around a 'people and place' encompassing all aspects of lifestyle and identity. This includes neighbourhoods where people live and the

places they go, but also communities of interest and groups with which a person will interact and can be applied at the following levels: Individual/ Family...Community/ Neighbourhood...City-wide/ Strategic.

- Fundamental to this approach will be connecting the wider social and economic determinants that impact on safer and stronger communities, the interdependences and cross-cutting nature and issues of community safety, regardless of the presenting crime and with due regard to equalities.

3. Positive progress to date

- Much has been achieved over the last three years (examples of work done to date are included in the Executive Board report) around the equality, diversity, cohesion, and integration across the community safety agenda, including reductions in recorded crime and real positive changes in the way victims are supported and encouraged to report crimes but we are not complacent, and we know there is always room for improvement.
- The pandemic has shone a light on a host of inequalities and through this new Plan we will strengthen our commitment to work with and for communities. As a partnership we recognise there is more we can collectively do to keep people safe from harm, prevent and reduce offending, and create safer and stronger neighbourhoods.
- From listening to our communities, we have heard how the impact of crime on individuals, families and neighbourhoods can be devastating and we understand how the fear of crime can affect people in their homes, on the streets and the places they go. Some communities will experience crime and anti-social behaviour because of who they are, or where they live and some may not feel comfortable in coming forward and reporting it. In turn, peoples' experiences and perceptions can have a detrimental impact on their lives. At the same time, we know the nature and type of crime is changing and evolving.
- As a compassionate city, preventing victimisation and supporting people harmed by crime is central to our work, as is tailoring our response to individual needs. We will listen to, be informed by, and work with people with lived experience, to shape services.
- We will place a collective emphasis on meeting the needs and demands of people in this dynamic and diverse city, as well as preventing future victimisation and offending; ensuring we strive to make every contact count. Everyone has the right to live in a safe, clean, and tolerant society and everyone has a responsibility to behave in a way that respects this right.

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

1. Strong review processes, accountability, and transparency

- During 2021, as part of the planning cycle Safer Leeds Executive has put in place refreshed arrangements; a performance, accountability framework to monitor and track progress against outcomes, performance indicators and activity and process for review and regular highlight reports from the Chairs of the respective Boards.
- Throughout the consultation there was a real sense of commitment to work together to address community safety issues. There was a clear enthusiasm and passion to continually improve both policy and practice in order to achieve better outcomes for individuals, families, and communities.
- This governance arrangements will ensure work across the shared priorities are managed more effectively and there are clear lines of accountability and opportunities to escalate risk.
- The Plan and work of the respective Boards will be open to the relevant Scrutiny Board as part of the work programme.

2. Communication and Engagement

- A Communications and Engagement Plan will accompany the Safer, Stronger Communities: Leeds Plan, connected to the work of the strategic delivery boards, ensuring the communication of key messages and outcomes, and engaging with the public and relevant agencies remains is a priority.

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
James Rogers	Director	11 th October 2021
Date screening completed		11 th October 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: 13/10/2021
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent: 13/10/2021
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: