

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.

Directorate: City Development	Service area: Strategic Asset Management
Lead person: Ed Staveley	Contact number: 07891 271059

1. Title: NPS Leeds Ltd – Service Agreement Update		
Is this a:		
<input type="checkbox"/> Strategy / Policy	<input checked="" type="checkbox"/> Service / Function	<input type="checkbox"/> Other

2. Please provide a brief description of what you are screening
<p>NPS Leeds Ltd was formed in February 2012 as a Joint Venture Company with Leeds City Council to provide the authority’s professional design service requirements. The existing contract spans a 10-year period with a break clause in year 2 and 5 with an expiry date of 31st January 2022. To ensure Leeds City Council meets its strategic obligations, a professional design service that supports both delivering complex capital investments and the discharging of statutory duties is essential.</p> <p>Following a consultation process that presented numerous option appraisals at the appropriate governance boards, the option that will best support the authority’s future need when considering professional design service requirements is the retention of NPS Leeds limited for a further 10 year period with a break clause in years 2, 5 & 7.</p> <p>A screening exercise has been carried out to determine if the proposals will impact upon equality, diversity, cohesion and integration.</p>

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?		No
Have there been or likely to be any public concerns about the policy or proposal?		No
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	Yes	
Could the proposal affect our workforce or employment practices?		No
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 	Yes	

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?**

Consultation with multiple stakeholders to consider the impact on equality, diversity, cohesion and integration has formed a significant supporting role in shaping the proposed 'Co-operation Agreement'. This engagement process has ensured that delivering Leeds City Council's capital projects is in line with the wider aims and objectives set out in the Best Council Plan.

- **Senior Officer Briefing Sessions**

The detailed terms within the original contractual documents have been reviewed under the guidance of senior officers within finance, legal and procurement services. Consultation has taken place with wider stakeholders throughout the authority and reviewed at several LCC operational Asset Management and Strategic Investment Boards.

Consultation on matters relating to the relationship between Leeds City Council and NPS Leeds Ltd takes place regularly via monthly operational meetings, the details of which is summarised and supports the quarterly Board reporting mechanism currently in place.

- **Councillor Briefing Sessions**

The Executive Member for Resources has been briefed and is supportive of the proposal set out within the supporting Executive Board report.

- **Key findings**

The series of engagement sessions that took place during the review process highlighted that no adverse impact will be generated as a result of the proposed technical support service provided by NPS Leeds Ltd. The technical 'Service Specification' ensures that all advice will adhere to national building regulation and compliance to current standards that support an inclusive approach when delivering capital projects.

- **Actions**

Retaining NPS Leeds as a technical partner will ensure Leeds City Council has access to the appropriate technical support. This advice and guidance will adhere to the latest national building regulations and best practice that supports an inclusive approach.

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
Mark Mills	Head of Service – Strategic Asset Management	26th October 2021

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.

Please send a copy to the Equality Team for publishing

Date screening completed	26 th October 2021
Date sent to Equality Team	26 th October 2021
Date published (To be completed by the Equality Team)	