

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: City Development	Service area: Economic Development
Lead person: Fiona Bolam	Contact number: 0113 5351882

1. Title: The Great Jobs Agenda

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

This screening document is in relation to the 'The Great Jobs Agenda' report which is due to be discussed by Executive Board on 15th December 2021 and its associated Appendices.

The [Leeds Economic Recovery Framework](#), published in October 2020, outlines our approach to recovery from the Covid-19 pandemic as being centred around the need to Respond, Reset and Renew and Build Resilience, all within our ambition to create a strong economy set within a compassionate city. The Recovery Framework has therefore provided us with an approach to continue with our ongoing Employment Agenda, in line with the Great Jobs Agenda.

In March 2020, we published an update report, following a report in November 2018, outlining our work against the standards of the TUC's Great Jobs Agenda and our ambitions, recognising that we have a key and ongoing leadership role across the city. However, Covid-19 has greatly changed the jobs and employment landscape for our city (and beyond), as well as had a huge impact on what the Council has been able to deliver and progress.

Whilst the pandemic is not over yet, we feel that the time is now right to reset and to ask Executive Board's ongoing support for the Council's Employment Agenda and our approach to continue to pay Council staff, including apprentices, the Living Wage Foundation Real Living Wage, which we have done since 2015. We have worked with Leeds Anchor institutions to ensure they also pay the Real Living Wage and we want to continue to work with other employers across the city to encourage them to do so too.

In this report we explore the city's approach to promoting the Living Wage and Great Jobs Agenda across the whole of the Leeds district. The report also focuses on the Leeds Anchors Network, including the recent successful bid for funding to the Health Foundation to expand the Anchors programme within local communities. We also revisit the powers and influence the Council has as an Anchor institution, particularly when convening the Leeds Anchors Network and also the private sector. Furthermore, we set our commitments in the context of the new Mayor of West Yorkshire's ambition to have a Fair Work Charter by spring 2022.

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	X	

<ul style="list-style-type: none"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 		
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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)

Covid-19 has greatly changed our local economy (as well as the national economy and international economies alike) and the jobs and employment landscape for our city now looks very different. We therefore feel that now is the right time to reset and relaunch our ambitions around the Great Jobs Agenda and the Living Wage as we continue on our recovery from the Covid-19 pandemic.

In Leeds the Claimant Count rose 100% between March 2020 and March 2021, but this has been falling consistently since then, with 29,465 people claiming Out of Work Benefits in September 2021, down by 820 claimants (2.7%) from August. The furlough scheme closed on 30th September, with almost one million people across the UK still using the scheme. In Leeds, when the scheme closed, 10,900 workers were still on furlough.

With vacancies now at a record high, mass unemployment is now considered unlikely. However, a comparison of job posting trends across high-, mid- and low-paid categories shows the extent to which growth has been driven by the recovery of lower-paid sectors this year. Job postings for the low-paid tercile are now 66% above the pre-pandemic baseline, compared with 39% for mid-paid and 28% for high-paid. Also a concern is how on employment for disadvantaged groups presents a different picture, with employment gaps either growing or remaining stubbornly wide for disabled people, ethnic minorities, those aged over 50 and young people outside of education. There are growing signs that recovery is not being felt by those further from work – coming at a time of labour shortages, higher inflation and cuts to Universal Credit.

This evidence shows that there is still much to do on the Great Jobs Agenda to tackle issues on low pay, insecure work and help those further away from the labour market achieve their full potential.

- **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)

We know that Covid-19 has greatly changed our local economy (as well as the national economy and international economies alike) and the jobs and employment landscape for our city now looks very different. We therefore feel that now is the right time to reset and relaunch our ambitions around the Great Jobs Agenda and the Living Wage as we continue on our recovery from the Covid-19 pandemic.

Leeds is leading the way through its Leeds Anchors Network, and actions such as the Diversity Dashboard published by the Network, and also more widely by focusing on Inclusive Growth as a way to tackle issues with inequality. The ongoing commitment to our Employment Agenda and paying the Real Living Wage will help the city and the work being undertaken and which is outlined in the report (and which will be ongoing) will have a positive impact on equality, diversity, cohesion and integration.

- **Actions**

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

The Leeds Inclusive Growth Strategy aims to build a strong economy within a compassionate city which reflects the values of the Council and informs the revised Best Council Plan. It is promoting growth that is inclusive and supporting the reduction of inequality in Leeds. The overall objectives are to reduce inequality, tackle deprivation and ensure the benefits of a growing economy reach all citizens of Leeds.

The commitments and actions highlighted in the report are working towards outcomes including, but not limited to, tackling low pay, encouraging good working conditions and supporting job creation.

Furthermore, we know there are more people living in poverty and with long-term health conditions than the England average, lower levels of social mobility and lower than average educational attainment. As a result, our shared approach to Inclusive Growth and Health too outlines how good schools, good jobs and safe homes are really important for good health and wellbeing. The promotion of social mobility through, for example, good jobs and good pay, as outlined in this report, are key to generating the city of the future.

We are clear that ensuring as inclusive a future as possible for our residents and city will require the commitment and actions of all across Leeds, not just the Council. Therefore, we will continue working closely with city partners and stakeholders, externally and internally to the Council, and including the Leeds Anchors Network and also via wider engagement with employers across the city, on the encouragement of payment of the Real Living Wage as well as the wider good jobs/great jobs agenda. This will also include

our wider economic recovery approach, which will, next year, be progressed further via a refresh of the city's Inclusive Growth Strategy, as well as the establishment of the Social Progress Index as a key measure of inclusive growth in Leeds.

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:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Fiona Bolam	Head of Economic Policy	22/11/21
Date screening completed		22/11/21

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 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:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: