

APPENDIX 2

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: Future Talent Leeds

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 'Future Talent Leeds' report which is due to be discussed by Executive Board on 16th March 2022 and its associated Appendices.

The Future Talent Leeds report sets out the fundamental shift in both the national policy landscape and local labour market since the publication of the council's existing Talent and Skills Plan which was published in 2017. It highlights the impact of Covid-19, and how the impacts have been intertwined with and masked by the challenges caused by the UK's exit from the EU; the need to identify and maximise employment and skills opportunities relating to climate change, the West Yorkshire Devolution Deal and changes to national skills and training policy; as well as to align with the new City Ambition and contribute to the Great Jobs Agenda.

The report shows how in the face of a major economic reset, we are working with our partners across the city to address these challenges head on. The Future Talent Plan proposes a joint action plan and delivery approach with businesses, education and skills providers and organisations in the city. The vision; overarching framework for the Future Talent Plan; and the implementation plan which involves engagement across the city is presented.

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)

A desk-based review of research, best practice and benchmarking was carried out to inform the development of the Future Talent Plan, which sought to understand the impact of the significant changes in the labour market on different groups of people so that they would be recognised and supported to improve their resilience. For example, labour market data relating to inequalities was analysed.

In addition, a focus on 'voice' and inclusivity has been central to this work, and extensive stakeholder engagement was carried out to ensure that a range of voices were involved in the development of the Future Talent Plan, including promoting our online digital consultation platform widely across the city; targeting harder-to-reach groups such as young people and BAME residents and organisations, where we identified participation gaps in our consultation; and facilitating an offline consultation in all of the city's libraries and community hubs.

- **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)

A key finding emerging from the consultation and stakeholder engagement was the theme of 'nobody left behind', with residents and partners encouraging us to strongly consider the matter of inclusion. Therefore, we have incorporated this into the Future Talent Plan vision, which calls for:

"A globally competitive city where we work together to enable the right opportunities for people and businesses to thrive in a rapidly changing labour market, and ensure that nobody is left behind".

The council will act as an enabler, driving employers, education & skills providers and organisations to better collaborate around these future talent ambitions, and aligning the city's education and training infrastructure to support them.

- **Actions**

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

The Future Talent Plan is underpinned by a commitment to tackling inequality. This is through targeting those people who need our support the most, for example people that are economically inactive; those who have stopped working, such as older people; those who are furthest away from the labour market, such as young people Not in Education, Employment or Training; and those in low-paid and insecure work, where analysis from the Joseph Rowntree Foundation has shown the link between in-work poverty and disadvantaged communities such as Black, Asian and minority ethnic households.

The plan also recognises diversity and inclusion across all of the action areas, for instance through encouraging employers to have inclusive recruitment practices. Overall, the aim is to help people and businesses to thrive in our rapidly changing labour market, and creating more equality of opportunity through our action plan will enable this.

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	16/02/22
Date screening completed		16/02/22

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: