

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.

<b>Directorate: Children and Families</b>	<b>Service area: Early Help</b>
<b>Lead person: Julie Longworth</b>	<b>Contact number: 0113 37 86386</b>

<b>1. Title:</b> Data Accelerator Fund		
Is this a:		
<input type="checkbox"/> <b>Strategy / Policy</b>	<input checked="" type="checkbox"/> <b>Service / Function</b>	<input type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>		

<b>2. Please provide a brief description of what you are screening</b>
<p>This document is screening the EDCI implications of the proposed recruitment of a Data Accelerator Analyst and Practice Improvement Coordinator in order to meet the aims and objectives of the Data Accelerator Fund which Leeds and Bradford authorities were jointly successful in bidding for.</p> <p>These additional roles will provide much needed additional capacity to realise the potential of the Data Accelerator Fund, within a relatively short period of time. As such, we need to accelerate the appointment of these roles to avoid the risk of not meeting our objectives which could result in the programme not progressing and funding being withdrawn. This would have significant implications for Leeds including the partnership with Bradford, reputationally and in not accelerating the much -needed use of data within the City. This has the potential to impact on Leeds' earned autonomy status.</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?	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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>	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)

The Data Accelerator Fund aims to address **Better Identification of Need, Better Information**

**for Practitioners, Better Evaluation of What Works,** Better Understanding of How Problems Develop and Better Understanding of How Services Operate.

The bid seeks to apply these criteria to our local communities through a focus on two areas of need; the Leeds priority is to focus on trauma by improving support for Adverse Childhood Experiences and Bradford's priority will be on autism and providing the right support as early as possible.

We will build on locality work in each authority, strengthening frontline practice while also enhancing our data infrastructure and analytical capacity. This work supports longer term direction for both early help practice and for how we manage and use child and family data. Childhood Trauma and Autism are both important areas that would benefit from long term improved use of data for identifying need, learning from practice and evidencing impact.

The Data Accelerator Fund will enhance existing work which considers equality, diversity, cohesion and integration. Local performance monitoring and evaluation will be extended nationally to share the learning from the programme of work, including the impact on the above.

- **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)

- Better identification of need by identifying patterns in families with high-cost negative outcomes (social care, exclusion, crime) that could have benefited from early support and targeting support to ensure we are reaching communities e.g. specialist support workers for schools with higher rates of undiagnosed autism.
- Better information for our practitioners to enable them to understand local needs/outcomes to see how different approaches impact families. Practice will be informed, supported and challenged. Improved accountability processes will release capacity back to working with children.
- Better evaluation of what is working by analysing what support is working, when, and for who (ethnicity/needs/age/gender etc.). This will lead to improved practice, service operations, and decisions through better informed practitioners and leaders.

- **Actions**

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

- Development of sophisticated, better joined up systems which will be accountable to the early Help Insight Board.
- Ongoing evaluation and review of equalities and cohesion impacts during the continuation of the Data Accelerator Fund – to be reviewed quarterly.

<b>5. If you are <b>not</b> already considering the impact on equality, diversity, cohesion and integration you <b>will need to carry out an impact assessment.</b></b>	
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)	

<b>6. Governance, ownership and approval</b>		
Please state here who has approved the actions and outcomes of the screening		
<b>Name</b>	<b>Job title</b>	<b>Date</b>
Lyndsey Mortimer	Programme Manager	9 <sup>th</sup> March 2022
<b>7. Publishing</b>		
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		
<b>Date screening completed</b>		
<b>Date sent to Equality Team</b>		
<b>Date published</b> (To be completed by the Equality Team)		