

# 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.

<b>Directorate:</b> Children and Families	<b>Service area:</b> Sufficiency and Participation
<b>Lead person:</b> Darren Crawley	<b>Contact number:</b> 07891 278568

**Title:** Outcome of consultation to change the age range of Manor Wood Primary School from 2-11 years to 0-11 years with effect from June 2023

Is this a:

**Strategy / Policy**     
  **Service / Function**     
  **Other**

**If other, please specify**

The proposal is to change the range at Manor Wood Primary School, from 2-11 years to 0-11 years.

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

The Governing Body of Manor Wood Primary School has decided that the school should become an academy. This means that the school, including its pre-school, nursery, and Children's Centre, is due to become part of Owlcotes Multi-Academy Trust later this year.

As part of the process of the school becoming an academy, Leeds City Council is required to consult on a proposal to lower the age range of the school so that it matches the current age range of the babies and children who attend the Early Years provision at the school.

This screening form looks at the equality considerations that have taken place before and during the consultation and engagement process with stakeholders. It also seeks to identify any future action required to ensure that equality, diversity, cohesion and

integration continues to be well considered throughout the process, should the proposal continue through to the next stage.

**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"> <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**

- **How have you considered equality, diversity, cohesion and integration?**

An informal consultation on the proposal is to take place between 20 February and 6 March 2023, seeking the views of parents, nearby schools, early years providers and other stakeholders.

The school will inform parents and carers of existing pupils about the proposal in writing and details about the consultation will be sent via email to schools in the area.

Information about the proposal will be shared via email with local ward members, MP's and other stakeholders. Information about the consultation will also be made available via Leeds City Council's website.

- **Key findings**

From the Equality Impact Screening the Sufficiency and Participation team found that the consultation process that is in place should not negatively impact on the different equality characteristics or areas that impact on/are related to equality, such as tackling poverty. This is to be achieved by ensuring a range of appropriate communication methods are used to target interested stakeholders within this community.

- **Actions**

Essentially, this proposed age range change is needed so that the existing 0-3 years pre-school provision can continue to be provided by the school after the academy conversion has taken place.

If the proposed age range change was to be approved, there would be no material change to the existing Early Years provision at the school. Therefore, there would be no change of access to the provision by the community, or any impact on the other local schools and Early Years providers.

During the consultation process, all views will be considered equally.

**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
Darren Crawley	Lead for Sufficiency and Participation	09/03/2023
<b>Date screening completed</b>		10 February 2023

**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](mailto: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 <b>Governance Services</b>	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent: 09/03/2023
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: