

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: Adults and Health	Service area: Service Transformation
Lead person: Carmel Langstaff	Contact number: 0113 3783912

1. Title:

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

The impact on individuals and communities with protected characteristics of the implementation and proliferation of Asset Based Community Development (ABCD) and Asset Based approaches within Adults and Health and across directorates.

This includes assessing the impact of:

- Identifying areas to invite to apply for an open grants process for three new ABCD pathfinder sites.
- Continuing to fund three projects funded by the UKSPF aimed at promoting citizen led activity across Leeds.

All “protected characteristics” are relevant to the population of communities across Leeds.

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)

There is a strong focus on equality embedded within the development and implementation of Asset Based Community Development (ABCD). This is acknowledged as an LCC equality priority as part of the “LCC Equality Improvement Priorities 22-25”, committing to “review and respond to the impact of Covid 19 on communities and communities of interest with a focus on health inequalities” as part of the Equality improvement priority for Health and Wellbeing.

ABCD seeks to work with place based communities, but recognises within this that communities of interest and individuals with protected characteristics live within these areas. Community builders take an individualised approach to supporting individuals to identify their strengths and gifts.

Areas with higher deprivation may need a different approach, similarly, communities of interest will naturally come together over key issues, indeed that is a strength of ABCD and asset based approaches, but we need to ensure that this is supported and valued across all equality groups. Through existing grant monitoring reports, case studies and small sparks evaluations, community builders support members of the local community to instigate the change they wish to see.

It is acknowledged that through this process, higher areas of deprivation and pockets of deprivation within ward areas have been identified for the open grants process. However it is recognised that other areas not identified still experience deprivation and inequality but have not been chosen for this round of grants, on the basis that they may already have an existing pathfinder site within the ward or have relatively high presence of third sector activity supporting communities compared to those ward areas selected for the purpose of this grant.

We will continue to work closely in partnership with the Local Community Anchor Network, a network of third sector organisations across the city working with communities from diverse backgrounds, high levels of deprivation. Many of our ABCD pathfinder sites participate in this network and support to amplify the voice of the third sector and communities they work within.

Data from the Leeds Observatory has informed this process through consideration of information on areas experiencing the highest levels of deprivation to inform the selection of areas for the open grants process. Data from these areas indicate that high levels of the population within these areas have protected characteristics.

The impact on the selected areas for new pathfinder sites will be that the recruitment of a community builder, who will work closely with the local community to build relationships will ensure that community led activity can be supported in these identified areas to promote inclusion in communities.

Ensuring accessibility through the grant application to encourage applications from small and community based organisations within the identified areas to apply has been considered. With the support of a community builder, we are reviewing our application process, including exploring the option to making applications by video to promote accessibility. We will also host sessions for community organisations to ask questions about the application process in order to mitigate against any further barriers to inclusion.

The Hey Neighbour project funded by the UKSPF is open to individuals and community groups to apply for small sparks funding to deliver small projects that promote social development and inclusion. The application is online, which could hinder accessibility, however steps have been taken to mitigate this through a panel convened of community leaders who can support individuals to complete the application process.

The findings of the Marmot review have been considered in this decision process in tackling inequality by implementing the recommendation to invest in development in the most deprived communities and leverage investment into the voluntary and community sector. This will be actioned through allocation of pathfinder grants and through all UKSPF funded projects through delivering investment directly to communities to deliver change.

- **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)

The nature of ABCD is that communities themselves identify what needs to be done, how it is done and who is involved in delivering activity. As such it is not our role to control this. However, the information we get from monitoring the outcomes from the approach highlighted above has shown that much of the work has focused on individuals and communities from protected characteristics.

Recognising that the demographics of some communities in the city experience higher levels of deprivation, whilst also having a higher number of individuals in that area with a protected characteristic has led to us working in collaboration with colleagues in Adults and Health and Communities to identify Pathfinder sites in areas with specific focus on protected characteristics. One of our pathfinders is a Neighbourhood network, with a focus on supporting older people, two have a learning disability lens and one currently has a focus on working with the Roma community. Our most recently established pathfinder site undertook a joint needs assessment with public health and identified that ABCD approaches to working in communities would support in their work to improve outcomes for individuals experiencing mental ill health and in addressing domestic violence in the area. Areas identified in this tranche have high levels of young people experiencing unemployment and mental ill health. Through monitoring reports with pathfinders, individuals have reported greater feeling of belonging and improved mental health as a result of participation within their local community. The role of ABCD builders is in bringing people together and supporting connections to promote strong relationships. In 22/23 builders reported that 28 self-sustaining groups had been developed totalling 219 members demonstrating the positive impact of supporting communities to come together.

The availability of small sparks funding through the ABCD pathfinder sites to support communities to instigate the change they want to see has also been successful in supporting community-led activity by marginalised communities. This has included activity such as a litter pick organised by the Kurdish Community, peer support groups organised

by mothers of adults with a learning disability from minority ethnic backgrounds and a walking group for the Roma community. Applications to small grants funding have evidenced supporting positive impact on marginalised communities and as they are open to anyone in the community to apply, there is no negative impact in terms of excluding others from applying.

The Hey Neighbour project was commissioned to alleviate the impact on mental health during the recovery phase of the pandemic response. COVID-19 disproportionately impacted on communities of interest with shared protected characteristics. The small and micro grants led to over 70 successful community led projects supporting to nurture neighbourliness and focusses on enabling human, rather than digital, connections and addressing inequalities by prioritising areas of high deprivation. The project evaluation showed a diverse range of activity was funded to nurture community building amongst LGBTQ+, elderly, intergenerational activities and physical disability projects.

- **Actions**

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

There are currently ABCD pathfinders active in all priority ward areas experiencing the highest levels of deprivation and health inequality, therefore the rationale for this tranche has shifted focus to other neighbourhoods within the top 5% of communities nationally experiencing the highest incidences of multiple deprivation that sit outside of the identified priority ward areas. This is to recognise that communities outside of those experiencing the highest levels of poverty still experience high levels of inequalities. As ABCD is place based, we will seek to minimise the negative impact on communities by encouraging local organisations based within that geographical area who know the community to apply for the grant, rather than large city-wide organisations who may not know the community as well and therefore risk causing further harm to a community they do not work within.

We have an inclusive grant application process that will be made accessible in a number of formats as requested. We will offer information sessions through a webinar or in accessible place based venues in the communities if requested. We will welcome all applications including those that have a focus on protected characteristics, communities of interest or health inequalities.

Likewise to the ABCD pathfinder sites, the projects funded through the UKSPF promoting community led activity have a focus on working with the most deprived communities in Leeds. The Hey Neighbour project has a panel convened of local community leaders from diverse backgrounds who are involved in the selection process of the grants. Support is offered through the panel to applicants who may struggle to complete the application form to ensure accessibility. The Neighbourhood Matching Scheme project delivery has been supported through the Local Community Anchor Network with delivery partners representing a diverse range of communities from different ethnic backgrounds. The project is taking ongoing evaluation throughout to assess impact on communities.

More generally, the Community Builders and others working in ABCD are supported by a Leeds ABCD Learning Collective. LS14 Trust are commissioned to support this network. LS14 Trust have a very strong focus and track record on equality as our ABCD community catalyst delivery partner. Part of the role of the collective is to share good practice and to ensure the core values and aims of ABCD are stuck to. This has included sessions on equality issues and shared learning on 'what works'. We are using learning from the inequalities highlighted through COVID 19 to further engage with communities of interest and to ensure citizens from these communities are supported to act as community connector.

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
Carmel Langstaff	Chief Officer	
Date screening completed		

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: