

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.

Directorate: City Development	Service area: Procurement and Commercial Services (Strategy and Resources)
Lead person: Rachael Grimes	Contact number: 0113 27 85883

1. Title: Proposed extension of the YORbuild3 Major Works framework for up to 2 years from 29th April 2024 to 28th April 2026.

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify:

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

The YORbuild3 Major Works Framework Agreement commenced on 29th April 2020 for an initial duration of four years and included an option to extend the agreement by a further two years. Given the success of the original time period, approval is now sought to implement this two-year extension option to maximise the contractors on the framework and continue successful delivery through this mechanism across the Yorkshire and Humber region reaping the speed of delivery and other benefits available from the framework.

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. 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?		✓
Have there been or likely to be any public concerns about the policy or proposal?		✓
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	✓	
Could the proposal affect our workforce or employment practices?	✓	
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 	✓	

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?**
- Yes, the Framework covers various areas of social value and the contractors who are on the framework have obligations to meet social values targets, there are two key areas that have been considered for equality, diversity, cohesion and integration through Employment and Skills and also the Supply Chain Engagement Programme

- Typically for call offs from the framework such as the following types of matters will be considered, but it's worth noting each call off is likely to have its own clearance subject to Governance requirements:

Consultation & Engagement

Typically written briefings on the proposed scheme will be provided to the Executive Member and / or the local ward members who are supportive of the plans.

As well as being the result of extensive discussions between the Council and any partners around the details of the drivers on the specific scheme and objectives.

Considerations will be given top and around building users so as to ensure the proposed environment will meet individual users need. Best interest decisions are made ensuring as much information as possible is gathered from the potential user groups so as to ensure they are put at the centre of the discussion.

Stakeholder engagement plans likely to be used to ensure that there will be continued involvement of potential residents, relatives, carers, experts by experience and relevant professionals will be involved in the development of the building plans and service specification for the provision of delivery.

- **Key findings**

Employment and Skills – every contract procured through the framework must meet the required number of apprentices as determined by the value and size of the contract. This creates employment opportunities and training for the surrounding areas.

Supply Chain Engagement Programme – This programme enables SME's and local suppliers to have the opportunity to bid for specified works within individual contracts. This opens construction supply chains to enable a fair chance for SME's.

Work to procure contractors for the framework should not impact differentially on different equality characteristics or benefit some groups of residents compared to others.

Positive Impacts

- Council staff and contractors do undertake measures to accommodate disabilities and enable works to be undertaken. Examples include provision of temporary welfare services in the affected site if required.
- Housing Leeds undertakes customer satisfaction surveys following the completion of works undertaken. The results of this are considered as part of service improvement.
- The works help to maintain the quality and safety of council homes for all residents with equality and diversity characteristics not taken into account when prioritising stock improvements.

Negative impacts

- Residents may become unsettled if they are required to use temporary welfare services during the construction works.
- Planned works on site may cause some noise pollution, dust and debris, a temporary reduction of green space, and skips visible for waste management; these could result in

resident complaints.

- Public rights of way near to the sites may have to be temporarily deviated to a safer route.
- Residents may need extra support and specific communication in order to understand how the works will directly affect them.

Typically, projects procured from this framework will help bring communities together by increasing the contact between people in normal community facilities and environments. Will promote equality of opportunity as well as the opportunity to live a more fulfilled and less isolated life.

• **Actions**

- Establishing and maintaining a communications strategy with contractors which meets the needs of the council, and the residents of each construction site.
- Communication needs for the residents and building users will be considered and can be adapted according to any particular individual needs i.e., communications can be provided in different languages.
- Ensuring local ward members are aware of activities in their area.
- Carrying out due diligence prior the commencement of any planned works; to minimise resident disruption and maintain safety standards.
- Operating with openness and transparency in their methods for maintaining safe standards of work.
- Requiring LCC contractors to work with key service areas to provide temporary welfare services for residents where appropriate.

In addition, Leeds City Council will:

- Work with partners such as West Yorkshire Police and West Yorkshire Fire Service, to ensure that community safety and security is maintained.
- Offer increased support to those negatively affected by any construction works.
- To note that the framework will be used for all types of construction works, across the Council's portfolio of buildings such as listed buildings and schools in addition to housing with some potentially different stakeholders to consider.

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

Kieron Dennett	Head of Procurement and Commercial Services	16/01/24
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: 16/01/24
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: