

Equality, diversity, cohesion and integration screening – organisational change impacting on the workforce

As a public authority we need to ensure that all organisational change arrangements impacting on the workforce have given proper consideration to equality, diversity, cohesion and integration.

Equality and diversity will always have relevancy to organisational changes which impact on a diverse workforce. If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration then you have already carried out an impact assessment.

A **screening** process is a short, sharp exercise, which completed at the earliest opportunity will help to determine:

- whether or not equality, diversity, cohesion and integration is being or has already been considered, and therefore
- whether or not it is necessary to carry out an impact assessment.

Directorate: Children and Families	Service area: Early Help
Lead person: Lyndsey Mortimer	Contact number: 0113 3787888

1. Please provide a brief description of the organisational change arrangements that you are screening

The merging of the Support and Prevention Team (currently under the Health and Wellbeing Service) with the Pathways Team (part of the Youth Service projects structure) in order to increase capacity to address the number of young people not in education, employment or training which is a key priority for the directorate and aligned with the draft Children and Young People’s Plan 2023 – 2031.

The proposals include the realignment and assimilation of roles to ensure the new merged team is fit for purpose with the right roles going forward. In order to achieve effective service delivery, some changes are required to the merged team structure which also address the ending of the ESIF funding on 31 December 2023.

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2. Consideration of equality, diversity, cohesion and integration checklist		
Questions	Yes	No
Have you already considered equality and diversity within your current and future planning?	x	
Where you have made consideration does this relate to the range of equality characteristics	x	
Have you considered positive and negative impacts for different equality characteristics	x	
Have you considered any potential barriers for different groups	x	
Have you used equality information and consultation where appropriate to develop your proposals	x	
Is there a clear plan of how equality areas identified for improvement will be addressed	x	

If you've answered **no** to the questions above, there may be gaps in your equality and diversity considerations and you should complete an equality and diversity, cohesion and integration impact assessment (organisational change). Please go to **section 4**.

If you've answered **yes** to the questions above and believe you've already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 3**.

3. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate that you've 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 Support and Prevention team and Pathways team will be affected as a result of the proposals to the change in structure. However, all those affected have had the opportunity to discuss the proposals and had recourse to individual meetings, supported by the Unions where requested. Consultation and engagement has taken place to ensure any concerns were addressed.

Merging the two teams will have an impact on supporting equality, diversity, cohesion and integration by adding capacity to support children and young people who are NEET/ at risk of becoming NEET. We are already seeing a significant demand for this service and are required to address concerns where young people are NEET or where they are not known, in terms of what, if any, education, employment or training they are accessing. By adding capacity into the system, we will be able to reach more young people who are NEET and who are at risk of becoming NEET, thereby taking a more preventative approach. We know that black and minority ethnic boys are under- represented in early help provision and overrepresented in statutory services. Increasing the offer will enable us to work with more young people and address inequality, integration and cohesion, particularly in areas where there are higher rates of NEET and not known young people.

The key proposal is to merge the small two teams under one line management with no change to grades and in the main roles and responsibilities remain predominantly the same. Equality data regarding the two teams cannot be shared due to the small number of staff within these teams. Any data shared could potentially breach GDPR.

Along with carrying out consultations with trade union colleagues, engagement with both teams has also been undertaken with feedback/comments responded to.

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 proposals will strengthen the offer of support to young people, from a range of marginalised groups, to address concerns for those not in education, training or employment (NEET) and will provide more support to those who are identified as being at risk of NEET. This aligns with the Children and Young People's Plan and the Council's priorities in terms of ensuring positive outcomes for children and young people.

The proposal will widen the offer of support to include children younger than 16, which is not currently possible due to the resources within the Pathways team. Taking a more preventative approach aligns with the early help and prevention approach, with a view to less young people becoming NEET.

The team will be conscious of the factors affecting the demographic with whom they are working with. This includes the impact of poverty, deprivation, race, ethnicity, culture and trauma and they will tailor their approaches, accordingly.

Actions

(think about how you'll promote positive impact and remove or reduce negative impact)

- Integrate Support and Prevention team into Pathways.
- Widen the offer of support to children and young people under the age of 16.
- Take a preventative approach to young people who are at risk of becoming NEET.
- Engagement of young people and their families to ensure they have a voice.
- Proactive approaches in the most deprived areas of Leeds, where there are higher level of young people who are NEET/ at risk of becoming NEET.
- Engagement with colleagues and partners in learning, to support the sufficiency agenda.
- Evaluation of what works and consideration of barriers to engagement.

4. If you're not already considering the impact on equality, diversity, cohesion and integration you'll need to carry out an impact assessment

Date to scope and plan your impact assessment:	N/A
Date to complete your impact assessment	N/A
Lead person for your impact assessment (Include name and job title)	N/A

5. Governance, ownership and approval

Please state here who approved the actions and outcomes of the screening

Name	Job title	Date
Lyndsay Mortimer		
Date screening completed		

6. 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 the equality team	Date sent: