

# Equality, Diversity, Cohesion and Integration (EDCI) 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.

|   |  |
|---|--|
| <b>Directorate:</b> Children & Families | <b>Service area:</b> Corporate Parenting |
| <b>Lead person:</b> Ben Finley          | <b>Contact number:</b> 07715 044858      |

**1. Title:** Establishment of Staffing & Other Running Costs for Residential Children’s Home for Children with Additional Needs

Is this a:

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

**If other, please specify**

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

The establishment of staffing & running costs for a Residential Children’s Home for children with additional needs.

The creation of the following posts:

- 1 FTE Service Delivery Manager - Dir 45%
- 1 FTE Registered Manager – PO6
- 1 FTE Deputy Registered Manager – PO1
- 3 FTE Senior Practitioner SO1
- 13 FTE Residential Practitioner to Senior Practitioner (career grade) – Children’s Residential Service - C1 – SO1
- 4 FTE Residential Practitioner - Nights – Children’s Residential Service – C1

- 1 FTE Cook - Children's Residential Service – B1
- 2 FTE Social Worker/ Senior Social Worker – Therapeutic Social Work Service – PO1/3
- 1 FTE Cleaner A1- Facilities Management

The children's home will have a positive impact in respect of equality and diversity in that it will advance equality of opportunity for children that are looked after, particularly those most vulnerable i.e., those with additional needs.

### 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?  |     | ✓  |
| 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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul> | ✓   |    |

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 children's home will be a home for children looked after irrespective of any protected characteristic(s).
- No protected characteristics are a criterion of whether these posts can proceed.
- This new home will offer the relevant specialist provision required in Leeds to ensure children can stay close to family and friends and live within local communities.
- We will pay due cognisance to the varying needs of children and young people with specific Race, Sex, Disability, Religious and Belief requirements, support and care.

• **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)

- We recognise the potential for detrimental impact on our children and young people and their outcomes for those who live in external residential placements, often at a significant distance from their families.
- There are logistical and wellbeing issues created for our children and young people who live at a distance from their families, friends and communities. This is mirrored by the practical and operational issues for local professionals and the potential negative impact this has on preparing for adulthood and transition to local adult services.
- The creation of these posts would have dedicated staff caring for children with additional needs. This would reduce pressure on outsourcing provision for children outside of area.
- Ensure children and young people live locally, closer to their families and friends enabling closer, increased contact as appropriate. This can support continuity of relationships and links with communities in Leeds which in turn should positively

impact on the wellbeing needs of the children and young people.

- The children’s home is based on an invest to save model, which would create savings for LCC.

- **Actions**

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

- Engagement of young people to ensure they have a voice.
- Engaging and integrating with the local community and building positive relationships.
- We will strive to recruit a team who are representative of communities and will seek to appoint practitioners from a wide range of backgrounds, ethnicities, and communities.
- We will ensure that the interview panel is diverse and aligned to a model of good practice.
- Recruitment and selection to the posts will be carried out in line with council policies and procedure underpinned by inclusion and diversity.

**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<br>(Include name and job title) |  |

**6. Governance, ownership and approval**

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

| <b>Name</b>                     | <b>Job title</b>                    | <b>Date</b> |
|---------------------------------|-------------------------------------|-------------|
| Ben Finley                      | Head of Service Corporate Parenting | 09/02/2024  |
| <b>Date screening completed</b> |                                     | 09/02/2024  |

## 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: 26/03/2024 |
| All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a> | Date sent:            |