

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.

Directorate: Children and Families	Service area: Corporate Parenting
Lead person: Ben Finley	Contact number:

1. Title: Establishment of Staffing and Other Running Costs for Temporary Accommodation of 18+ Care Leavers Including Those in Education, Employment and Training

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

This report is being written with reference to the decision to repurpose and occupy 4 units within Kirkstall Flats, Kirkstall Brewery, Broad Lane, Leeds, LS5 3RU (including Abbey House and Canal House/The Maltings for Children and Family cohorts, as well as Musgrave House and Walker House for Housing cohorts), the Council are due to enter the planning application process and aim to commence occupancy from 01st July 2024.

This residence will create new capacity for:

- Care leavers who are in full time education or training (including apprenticeships) and are over 18 years of age (herein referred to as "Care leavers 1")
- Care leavers who are in employment or seeking employment, and are over 18 years of age (herein referred to as "Care leavers 2")

This screening form is specifically in relation to the establishment of staffing and other running costs associated with the Accommodation of 18+ Care Leavers Including those in Education, Employment and Training.

The proposal aims to diversify and expand the current services we offer to care leavers supported by the establishment of the following posts:

- A new Service Delivery Manager- Dir 45% with an FTE requirement on 0.5. Please note that this role will be a full FTE and shared equally between Kirkstall flats (0.5fte) and Bridge Street (0.5fte) (This role is being established through another DDR, but has been included here for completeness.
- A new Team Manager- PO6, with an FTE requirement of 1
- 3x new Personal Advisors- C3, with an FTE requirement of 1 each
- 4x new Night Staff Workers- C1, with an FTE requirement of 1 each, with the proposal for them to work in shifts, with two on shift any given evening, with the option to be flexible about these arrangements; and potential for
- 2x 0.7 FTE new site management roles (Building Liaison officer) to work in tandem to cover day shifts. This will be confirmed iteratively as we commence our lease and understand the needs of the onsite support team and site beyond the roles outlined above.

The establishment of this new team and provision will have a positive impact in respect of equality and diversity in that it will advance equality of opportunity for those designated as Care Leavers 1 and 2 noted in this report. With the establishment of this provision and staffing team, young people can remain in Leeds. This new provision also has wider ramifications for the rest of the residential portfolio, freeing up capacity in other provisions enabling us to bring more children and young people back to 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	X	

whom?		
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)

The new provision will be a home for young people who are care leavers irrespective of any protected characteristic(s).

No protected characteristics are a criterion of whether these posts can proceed.

This new provision will increase our capacity to offer support required for care leavers, advancing equality of opportunity.

We will pay due cognisance to the varying needs of young people with specific Race, Sex, Disability, Religious and Belief requirements, support and care.

All recruitment practices at Leeds City Council ensure that consideration is taken regarding equality, diversity, cohesion, and integration. Every effort, where possible, will be made to ensure that the recruitment panel represents a diverse background.

- **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 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 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 supporting care leavers. This would reduce pressure on outsourcing provision for young people outside of area.

Ensure 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 young people.

The new provision is based on an invest to save model, which would also create savings for LCC.

The provision is part of a wider investment to increase LCC's residential capacity, it is an investment in the Leeds offer promoting growth of the service. This proposal is part of a wider investment, which will create many new jobs, learning and development opportunities for people in Leeds and the surrounding area.

- **Actions**

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

- **Engagement of young people to ensure they have a voice when discussing potential placement moves.**

- **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.**

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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
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: