

# 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: Children and Families</b>	<b>Service area: Corporate Parenting</b>
<b>Lead person: Ben Finley</b>	<b>Contact number: 07714 044 858</b>

## 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

Increasing capacity and diversification of the council’s in-house children’s residential home portfolio. As of 04/09/2024, the council currently has 10 residential homes plus 1 short break home for children and young people for children looked after, the majority of which are 4 bedroom. Despite this in-house provision and the recent intention to increase the portfolio with the 8 new small group living homes from Phase 1 of the small group living project, the requirement for residential care still outstrips capacity. More capacity is needed in order to reduce reliance on high cost external provision, increase placement stability and improve outcomes for those children and young people in care with complex social, emotional, mental health and behavioural needs. This proposal will see a potential 6 new 2 bedroom homes acquired through residential housing market acquisition, 2 homes will form one ‘hub’, each hub being managed by a Registered Manager and supported by a team of residential practitioners, as well as wrap around

support from across the city's health and social care services.

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

- **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 proposal will see the possibility of the council's current in-house children's residential capacity increased by 12 beds, across 6 new homes, with the new homes intended to be purchased on the domestic residential open market. The proposed use of the properties may cause some concern for neighbouring property occupier due to pre-conceived ideas about what a 'children's home' looks like, feels like and possible disturbance. This issue could have an impact on cohesion within a small geographical area. When potentially suitable properties are identified there will be a range of engagement and consultation that runs alongside decision making and acquisition. This will include engagement with immediate neighbours, local ward Members, consultation with the police (to identify any localised issue which may affect the decision to purchase e.g. ongoing Anti-Social Behaviour) and consultation with Housing Leeds (again to identify any localised issues which may influence a decision to acquire).

The proposal will impact on the commissioning of external (non-Leeds City Council) residential placements, reducing reliance on this means of providing accommodation and support for children and young people. Whilst children and young people can do well in external residential placements, better outcomes can be achieved by being in small group living settings and council in-house provision where risks and challenges can be managed more effectively. The new provision will be focused on accommodating those young people with complex social, emotional, mental health and behaviour needs, who would benefit from living in a small setting with high levels of onsite support.

Consultation and engagement has taken place with Trade Unions around the creation of new posts, and further engagement will take place as recruitment to posts is progressed.

A key consideration in progressing with the proposal is the opportunity it gives to increase outcomes for those children and young people who will live in the homes, therefore providing them with greater equality of opportunity throughout their childhood, as well as into adult life. By creating the right conditions for children and young people to be their best, attain in education, make good life choices and develop solid foundations upon which to transition into adulthood the proposal will support those young people to thrive and achieve throughout life.

- **Actions**

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

Actions will be taken to ensure that consultation and engagement activities are inclusive and accessible to all identified stakeholders. Where appropriate up take and responses will be monitored against equality characteristics to better understand if any group is disproportionately affected.

Consultation and engagement will take place on a localised level as and when suitable

properties for purchase are identified. This will be undertaken, through direct contact, by officers from the Corporate Parenting service who will be able to effectively engage with occupiers of neighbouring properties to provide information on the proposed use, operating model and discuss any concerns that this may give rise to.

As part of the proposal the council intends to invest in the properties purchased, which may include visible uplifting of the condition through such actions as garden improvement, painting of external woodwork etc. These actions could, depending on the condition of the property at time of purchase, have a positive impact on the aesthetical aspect from a neighbours point of view.

**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
Julie Longworth	Director of Children and Families	26/09/2024
<b>Date screening completed</b>		

### 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:
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For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: