

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’s Services	Service area: Early Help
Lead person: Lyndsey Mortimer	Contact number: 0113 3787888

1. Title: Family Group Conferencing

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

The current Service Delivery Manager for Family Group Conferencing and Kinship Care is moving to another Authority, leaving a vacant post. This provides an opportunity to consider service delivery for both services and where they are best placed within Children’s Services.

It is proposed that Kinship Care moves under Corporate Parenting and Family Group Conferencing moves under Families First. This is on the basis that Kinship Care will benefit from sitting within Statutory Social Work Services and Family Group Conferencing will benefit from the city wide, Families First approach. Kinship Care will continue to build on the links made since it moved under Early Help in 2020.

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">• 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 proposal will support our preventative approach to working with children and families, by further integrating Family Group Conferencing into early help. This supports equality, diversity, cohesion and integration by building on the current offer of Family Group Conferencing which is primarily delivered to statutory services. As part of the Early Help Review, there are plans to further integrate FGC into Early Help by establishing an Early Help FGC Team. This will further address EDCI by ensuring accessibility for families at every stage of their work with services.

The proposal for Kinship Care to move to corporate parenting will provide consistency in terms of approaches to Children who are Looked After and will align the team to Social Work Decision Makers.

Consultation has taken place with the Family Group Conferencing Team Managers and they are in support. Consultation has taken place with the Kinship Team Managers who are in support of the proposals. Consultation with the Unions will also be undertaken.

- **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 promote strong and positive relationships between all groups. The addition of an early Help FGC team will support communities to have increased accessibility to Family Group Conferences.

The Kinship Service will benefit from better alignment with Corporate Parenting and ensure a consistent approach to decision making.

The Services will continue to be conscious of the factors affecting the demographics 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 will promote positive impact and remove/ reduce negative impact)

- Engagement of community groups, grass roots organisations and faith

organisations.

- Engagement of young people and their families to ensure they have a voice and to influence service provision.
- Evaluation of what works and consideration of barriers to engagement.
- Applying trauma informed practice and approaches to supporting all young people and their families.

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: