

Appendix

Equality, Diversity, Cohesion and Integration 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: City Development	Service area: Economic Development
Lead person: Meenakshi Parmar	Contact number: 07586376366

1. Title: 'Leeds Inclusive Growth Strategy 2023 – 2030: One Year On' report for Executive Board

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

This screening document is in relation to the 'Leeds Inclusive Growth Strategy 2023 – 2030: One Year On' report which is due to be discussed by Executive Board in December 2024.

The Leeds Inclusive Growth Strategy was updated in September 2023 to reflect the changed economic, political, social and environmental context since the original strategy was launched in 2018. The updated strategy re-affirms our commitment to inclusive growth - economic growth that benefits everyone.

The paper provides an update on progress the city has made in delivering inclusive growth since September 2023. Therefore, this screening relates to project delivery

rather than any update to strategy. Many of the major projects and programmes included in the paper have or will be subject to their own governance procedures and equality impact assessments.

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 Inclusive Growth Strategy 2023 – 2030 re-affirms our commitment to inclusive growth – economic growth that benefits everyone. The Inclusive Growth Strategy is a crucial contributor to driving forward the Best City Ambition, which is focused on tackling poverty and inequality.

Over the last year, we have made significant progress in delivering against the strategy and its three themes of ‘People, Place and Productivity’. This includes addressing poverty and the inequalities that different communities and people face, including poor health, a lack of skills and opportunities. Programmes and projects have set out to deliver positive impact in our places, providing the infrastructure, transport investment, housing and development that our communities need and want. Finally, activity has aimed to unlock growth at all levels, including removing the barriers that entrepreneurs face in starting a business.

The updated Inclusive Growth Strategy was developed following extensive public consultation, incorporating pre-existing consultations (e.g. the Future Talent Plan, Innovation Arc) as well as consultation events and activities with stakeholders across the city. Over the last year, work has taken place to build engagement with the strategy across the city, for example through Inclusive Growth Partnership events and through the refreshed Inclusive Growth website.

• **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)

Over the last year, programmes and projects delivering the Inclusive Growth Strategy have had a strong focus on promoting equality and positive community impacts. For example:

- Through its Employment and Skills activities, the council is focused on those who need our support the most with SEND (Special Educational Needs and Disabilities) a key priority. In addition to the SEND Next Choices annual careers and development opportunities event, our Leeds SEND Employment Forum launched in October 2023 to bring together a wide range of organisations who offer their time, knowledge and expertise to help improve employment opportunities for young people with SEND.
- Earlier this year, Leeds City Council collaborated with the Centre for Local Economic Strategies (CLES) to explore how women can be better prioritised in local economic strategies, with a report called [Women’s Work](#) launched at an event in March 2024. The report highlights best practice from Leeds and other places and provides an agenda for change with recommendations for local and national government. The recommendations explore how women can supported to

participate in the economy and achieve their full potential, and how some of the key barriers can be tackled.

- Through the government’s UK Shared Prosperity Fund (SPF) programme which has been running since January 2023, we have been investing in areas that support reducing inequality. For example, Money Buddy outreach sessions delivered by Burmantofts Community Project provide substantive, face to face financial capability support and emergency debt advice to vulnerable residents in Leeds and those at a greater risk of being affected by the Cost of Living Crisis. The project has supported over 2,170 households over two years, with total financial gains at £6.1m in terms of debts written off or savings made through budgeting or support with bills and energy switching.

Given the financial challenges facing local authorities, there is a risk that efforts to deliver inclusive growth will be hampered. In the context of working with limited resources, we are focused on being agile and responsive to opportunities to secure capital and investment to support our ambitions.

We continue to build engagement with the city around the Inclusive Growth Strategy. A lack of focus on implementation could limit the impact that it has across the city.

• **Actions**

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

The delivery of the Inclusive Growth Strategy will continue over the decade. There are significant opportunities to increase the impact we have on communities, for example, through the new government’s plan to give regional authorities the tools they need to grow their local economies; the delivery of the (previous) government’s Vision for Leeds which includes plans for transformational regeneration across disadvantaged neighbourhoods surrounding the city centre; and the potential for Mass Transit to connect people to jobs and drive growth in the city. We will continue to use the strategy to capitalise on opportunities and raise our ambition.

We continue to measure the impact of the Inclusive Growth Strategy over the long-term using our Social Progress Index, as well as traditional economic indicators. The Social Progress Index was updated in 2024 and now includes five years’ worth of comparative data enabling us to build a picture of the city’s progress at a local level.

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
Mike Eakins	Head of Policy	21/10/24
Date screening completed		21/10/24

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: