

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: Strategy and Resources	Service area: Legal, Democratic & Information
Lead person: Catherine Witham	Contact number: 0113 37 88242

<p>1. Title: Disposal of "U1" Cherished Plate</p> <p>Is this a:</p> <p> <input type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other </p> <p>If other, please specify Proposed disposal of a Council asset.</p>
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<p>2. Please provide a brief description of what you are screening</p> <p>The Director of Strategy and Resources is asked to take a Key Decision, in principle, to dispose of the "U1" Cherished Plate which is affixed to the official car of the Lord Mayor of Leeds.</p> <p>The proposal would enable the net proceeds of the disposal of the Plate, which maybe substantial, to be utilised to contribute positively to the significant longstanding and ongoing financial challenge that the Council is currently facing.</p>

<p>3. Relevance to equality, diversity, cohesion and integration</p>

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*)

Careful consideration has been given to the scope of the proposal to dispose of the U1 Cherished Plate. No equality, diversity, cohesion and/or integration issues have been

identified beyond the possibility of any future net proceeds potentially being applied so as positively to impact equality, diversity, cohesion and/or integration through the support of frontline services. However, since the timing of receipt and specific value of the net proceeds of any sale are currently uncertain, there is no specific proposal at this time as to the application of any realised sale proceeds. Rather the proceeds from a sale would be utilised in whatever way was considered to be most appropriate at the time they were realised having regard to the financial challenge the Council is facing.

Careful consideration has also been given as to whether the proposal to dispose of the U1 Cherished Plate may impact positively or negatively on any persons with a protected characteristic. No such impacts have been identified. Similarly, no potential barriers for different groups have been identified.

Formal consultation has taken place with those persons that have the most direct interest in the proposal to dispose of the Cherished Plate, including the appropriate members of the Executive Board. As such, the Consultees were the following: the Lord Mayor, the Leader, the Deputy Leader/Executive Board Member for Strategy and Resources, the Leader of the Opposition, the Chair of the Strategy and Resources Scrutiny Board and the Chief Executive. The consultation responses are summarised in the main body of the Report starting at paragraph 9. In addition, the Council's Equality, Diversity and Inclusion Manager was consulted and did not identify any concerns.

- **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)

After careful consideration, no potential positive or negative impacts on different equality characteristics have been identified beyond the possibility of any future net proceeds potentially being applied so as to positively impact equality, diversity, cohesion and/or integration through the support of frontline services.

There is no any expected differential impact on any particular community or group. The proposal does not provide any specific opportunity to promote positive relationships or bring groups/communities together.

- **Actions**

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

No negative impacts to the proposal on grounds of equality, diversity, inclusion and/or cohesion have been identified. Depending upon future decisions as to how the net proceeds of any disposal would be applied, potentially at least, they may be applied so as to positively impact equality, diversity, cohesion and/or integration through the support of frontline services.

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
Catherine Witham	City Solicitor	4.12.24
Date screening completed		4.12.24

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:	
<ul style="list-style-type: none"> • 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: 13.12.24
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: