

Appendix 3 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: Communities and Environment	Service area: Communities Team
Lead person: Shaid Mahmood	Contact number:

1. Title: LCC endorsement of the Leeds Pledge to Strengthen Civil Society
Is this a:
<input type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other
If other, please specify

2. Please provide a brief description of what you are screening
<p>Leeds Third Sector Partnership have developed the Pledge in recognition that a strong civil society is a foundation stone for our ambitions for Leeds and the people who live and work here.</p> <p>The City Council is being invited to endorse the Leeds Pledge to strengthen Civil Society, which is intended to mobilise greater engagement, capacity and resource from all city partners to take action for community benefit and address people's needs and aspirations and deliver on our Best City priorities.</p>

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 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)

Leeds Third Sector Partnership developed the Pledge. The Partnership aim is to create the conditions for a thriving third sector and a commitment to equality, diversity, cohesion and integration underpin the approach and all the work of the partnership.

Delivering on equality, diversity, cohesion and integration has been integral to the development of the Pledge which sets out actions that will impact on these agendas e.g.

- Encouraging greater active participation of all citizens and communities in democracy and city life
- Thriving involvement by everyone in democracy and decision making
- Spaces and opportunities for people to come together to build their communities and good community relationships
- All sectors valuing and drawing on communities and partners strengths
- The conditions to support strong, resilient, thriving communities that value diversity
- A strong and inclusive city partnership infrastructure

The Pledge has been developed within the context of statutory responsibilities, local ambitions and commitments and a drive to maximise the resources, capacity and commitment to deliver the best outcome for all citizens and communities.

The Pledge is clear that all people have the right to be engaged and play an active role in community and democracy with a recognition that the capacity of individuals and communities to play a role is dependent on their circumstances

• **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 Council is being asked to endorse the Pledge at this time.

The Pledge aims to strengthen civil society. Civil Society is all of those individuals and organisations, outside of the public sector, who undertake activities with the primary purpose of delivering social and community benefit.

The objective of the Pledge is to drive and foster a more proactive approach that

promotes, encourages and in some cases requires a more active engagement of all partners, sectors and citizens in the delivery of our city ambitions, which will undoubtedly positively impact on equality, diversity, cohesion, and integration outcomes by virtue of the additional capacity being committed to initiatives.

If the Pledge is endorsed by the Council, colleagues will be encouraged to explore all opportunities to maintain and strengthen civil society. e.g. this may be using Social Value opportunities to broker relationships between private companies and schools to provide mentoring to individual pupils and raise awareness generally of opportunities for young people who may be marginalised e.g. as a result of poverty, a protected characteristic or their migration status

• **Actions**

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

If the pledge is endorsed by Executive Board, the Director of Communities and Environment will take responsibility for the strategic oversight of the promotion and roll out of this approach within the Council and beyond

Senior LCC Officers will take a lead on discussions within their Directorates around consolidating current approaches or identifying new opportunities to strengthen civil society and maximise community benefit.

There are robust arrangements in place that enable colleagues to give proportionate due regard to equality, diversity, cohesion and inclusion

The Deputy Leader, Cllr Debra Coupar to advise Third Sector Partnership about the LCC endorsement of the Pledge and invite NHS, University and Third Sector colleagues to take the Pledge into their sectors and institutions and seek support and commitment to this way of working and the ambitions it sets out.

The Equality Hubs and Third Sector Leeds Leadership Group will be made aware of the Pledge and they will be invited and encouraged to raise awareness and secure commitment to the Pledge through their networks, recognising that the capacity of individuals, communities and organisations to take action is dependent on their circumstances.

Promotion of the Pledge: Resources to support promotion includes examples of real life action by civil society that reflects the diverse communities that deliver and benefit from these activities.

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:	NA
Date to complete your impact assessment	NA
Lead person for your impact assessment (Include name and job title)	NA

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Shaid Mahmood	Chief Officer Communities	22.10. 19
Date screening completed		16. 10. 19 – 21 .10.19

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: 24 October 2019 for 25 November 2019
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: