

## 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.

<b>Directorate:</b> Adults and Health	<b>Service area:</b> Integrated Commissioning
<b>Lead person:</b> Ian Brooke-Mawson	<b>Contact number:</b> 0113 3784183

<b>1. Title:</b>
Is this a:
<input type="checkbox"/> <b>Strategy / Policy</b> <input type="checkbox"/> <b>Service / Function</b> <input checked="" type="checkbox"/> <b>Other</b>
<b>If other, please specify</b>
Grant Funding

<b>2. Please provide a brief description of what you are screening</b>
To seek approval from the Director of Adults and Health to allocate funding for the Time for Carers Grant Scheme and to direct award a grant to Carers Leeds

### 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?		✓
Have there been or likely to be any public concerns about the policy or proposal?		✓
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		✓
Could the proposal affect our workforce or employment practices?		✓
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>	✓	

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?

Anyone can become a carer. Carers come from all walks of life, all cultures and can be of any age. Unpaid carers support the health and wellbeing of the people they care for, and therefore play a significant role in preventing, reducing, or delaying the point at which older and disabled people become dependent on formal care and support.

## Key findings

Unpaid carers make a vital contribution to the supply of care in Leeds. However, we know that caring impacts negatively on the health and wellbeing, employment opportunities, finances and social and leisure activities of those people providing it.

Short breaks are one of the ways that we meet our statutory duties towards carers and are known to promote carer wellbeing and reduce the inequalities they experience. This can mean that carers are more able to continue caring and balance their caring role with a life of their own which in turn can prevent and/or delay the point at which they and/or the person they care for access and become more dependent on the health and care system. A short break can range from an informal relationship where a family member or friend takes over caring, to more formal care arrangements.

Time for Carers is an established and effective scheme, which is facilitated by Carers Leeds, on behalf of Adults and Health, and is one of the ways that we support carers to take a short break from caring.

Applicants are required to complete a self-assessment and in doing so are invited to request additional support from Carers Leeds, for example contact from a Carer Support Worker, information about support groups, receive a quarterly newsletter. Around 50% of grant recipients go on to receive additional support from Carers Leeds which can further reduce demand on statutory health and care services.

## Actions

The Director of Adults and Health is recommended to allocate £142,500 pa to the Time for Carers Scheme for a period of two years commencing 1<sup>st</sup> April 2024

The Director of Adults and Health is recommended to approve the award of a grant to Carers Leeds with a value of £285,000 for the period 1<sup>st</sup> April 2024 to 31<sup>st</sup> March 2026.

The Commissioning Programme Lead (Carers) will meet quarterly with the provider to discuss service activity and quality in depth which will include reviewing the equality characteristics of carers accessing a Time for Carers Grant and agreeing actions to improve access for under-represented groups.

## 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:	n/a
Date to complete your impact assessment	n/a
Lead person for your impact assessment	n/a

## 6. Governance, ownership and approval

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

Name	Job title	Date
Kate Daly	Head of Service (Integrated Commissioning)	
<b>Date screening completed</b>		18/03/2024

## 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:
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: