

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/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Adult Social Care	Service area: Programme Office
Lead person: Jenny Friday	Contact number: 24 76693

1. Title: Local Links project

Is this a:

Strategy / Policy

Service / Function

Other

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

Adult Social Care is a founder member of a Community Interest Company called Developing and Empowering Resources in Communities or DERIC. DERIC has secured funding from Big Society Capital to invest in a national 'Combining Personalisation with Community Empowerment' programme that will be delivered initially in Leeds, Sandwell and Belfast.

In Leeds, the investment will fund Local Links, a project testing a new approach to planning and brokering services for older people. Local Links is addressing some of the identified barriers to the take up of personal budgets. For the first time, community based Support Planners are working with older people to develop their Support Plans, arrange their services and manage their personal budgets to enhance the achievement of desired outcomes for those service users.

The project has been developed to build on the work of the Neighbourhood Network Schemes, organisations run by and for older people. Support Planners are currently based at Armley Helping Hands and Garforth Neighbourhood Elders Team. It is planned that two further Local Links sites will be rolled out in 2014, both of which will be managed by partnerships of Neighbourhood Network Schemes.

The Local Links approach will be monitored and evaluated to understand:

- the financial impact;
- the impact on outcomes for customers; and
- the impact on social work, provider services and communities.

An evaluation of the national 'Combining Personalisation and Community Empowerment' programme will look more generally at how people can reshape local services and strengthen their own communities.

Local Links is currently testing this approach. If it proves successful, Local Links may be rolled out more widely and may be made available to different groups of service users who would also benefit from more personalised services.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/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 and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

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?**

Older people have been entitled to use direct payments since 2000. A study by Joseph Rowntree Foundation found that older people receiving direct payments reported feeling happier, more motivated and having an improved quality of life than before. There was a positive impact on their social, emotional and physical healthⁱ. The Department of Health's 'Putting People First' agenda builds on this evidence and on several years of social care policy promoting choice and control to encourage the use of self-directed support for all service usersⁱⁱ.

However, national and local research shows that take up of direct payments among older people is still low. Through Local Links, Adult Social Care is consulting and engaging to understand why and to develop a model that gives older people choice and control over the services they receive. Adult Social Care is working with a range of staff and partners including:

- Social work and commissioning teams
- Neighbourhood Network Schemes
- Other Local Authorities involved in the national Combining Personalisation and Community Empowerment programme

- **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)

Despite the documented benefitsⁱⁱⁱ, national and local research has shown that take up of direct payments among older people has been slow for a number of reasons:

- The age discrimination older people can face when crossing the administrative boundary between 'adult' and 'older people's' services.
- The assumption that older people have a restricted lifestyle and would not benefit from direct payments.
- The lack of innovative and bespoke culturally and ethnically appropriate services available for individual to purchase either individually or as part of a pooled budget group.
- The fact that care managers do not have time to think and work creatively.
- The lack of on-going support to enable older people to use direct payments, such as issues around payroll, employing PA's or sourcing and paying for their own services.

- **Actions**

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

The Local Links approach has been developed to break down barriers that may be

preventing older people from using direct payments in the following ways:

- Local Links builds on the work of the Neighbourhood Network Schemes, organisations run by and for older people. The Schemes that are committed to giving people choice and control and improving quality of life. Through Local Links, the Schemes will be able to promote new and innovative services to meet areas of identified need, for example through pooling of personal budgets to develop bespoke services for small groups in their own communities.
- Support Planners based within Local Links sites will develop a good understanding of the support and services available within the community. They have the time to really get to know the older people they work with and to think creatively about how their needs can be best met. They can join up services in the community, including volunteer support, with individuals needing those services and can promote the development of new and innovative services to match identified needs.
- Local Links will receive direct payments on behalf of the older person they are working with so they do not have to manage their budget, and the associated audit and administrative demands, themselves.

Local Links supports older people to access personalised services. It gives real choice and control to a group of service users who have found it difficult to take advantage of the personalisation agenda.

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 (Include name and job title)	N/A

6. Governance, ownership and approval

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

Name	Job title	Date
Mick Ward	Head of Commissioning	16/10/13

7. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screening's should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed	15/10/13
If relates to a Key Decision - date sent to Corporate Governance	
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	30/1/14

ⁱ It Pays Dividends: Direct Payments and Older People, Heather Clark, Helen Gough and Ann Macfarlane, 2004

ⁱⁱ Putting People First: Good Practice in Support Planning and Brokerage, Department of Health

ⁱⁱⁱ Putting People First: Support Planning and Brokerage with Older People and People with Mental Health Difficulties, Department of Health