

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: Office of the Director of Public Health	Service area: Strategy & Commissioning
Lead person: Ian Street	Contact number: 0113 247 5062

1. Title:

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

This EIA screening relates to the request to enter into the second of two one year extensions available to the current contract between Leeds City Council and GIPSIL for the provision of housing related support services to young people leaving care to support them to live independently.

The service provides key support to vulnerable young people leaving care to live independently. The contract supports up to 60 young people at any one time for an initial period of 6 months providing an effective planned housing pathway into independent living. This includes undertaking pre-tenancy work with a young person, assisting a young person to access a suitable housing option, including move-on to supported housing, as well as longer term housing with access to floating housing support services. This planned and coordinated approach, linking closely with Personal Advisors and Pathway Planning Team, greatly reduces the likelihood of care leavers finding themselves in inappropriate bed and breakfast or other insecure accommodation.

As well as supporting young people directly through one to one work, the service links with

city-wide trainer flats and floating support service that GIPSIL provides as part of the FLAGSHIP partnership.

Due regard has been given to equality. The service is required to demonstrate their ability to deliver 'fair access, equality and diversity' in all aspects of service provision. Data is captured and analysed through client record forms. Consultation has taken place with clients and staff as part of a recent contract quality assessment process and GIPSIL are very good at involving service users in what they do.

Putting the available one year extension period in place will provide continuation of this service, and will involve no change for service users, staff, stakeholders, the provider, or the Council. There will therefore be no adverse effect on any particular groups of people within the city. The service has also been subject to robust contract management to ensure that equality standards are met and that there are no adverse effects on any particular groups of people within the city.

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. 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"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 		

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)

- **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)

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

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
Julie Staton	Head of Commissioning, Strategy and Commissioning	15/07/2014
Date screening completed		09/07/2014

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: 15/07/2014
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: