

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.

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|---|---|
| Directorate: Children’s Services | Service area: Placements Service |
| Lead person: Luke Myers – Contract Manager | Contact number: 39 52867 |

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

Whether it is necessary to carry out a full EIA following the decision to decommission a supported lodgings service currently delivered by Barnardo’s and for LCC to subsequently deliver the service in-house.

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 | 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)

Decommissioning the service should have little impact on the 18 or so care leavers or adopted young people who currently access the service because their supporting lodgings carer will not change. Around 25 carers will be consulted on whether they want to move to LCC or remain with Barnardo's. Whatever choice they make, the impact on the young person should be negligible. One of the key aims in bringing the service in-house is to expand provision to ensure a supported lodging service is available to wide

range of young people with a diverse range of needs.

A consultation session has been undertaken with households who provide supported lodgings placements to outline what support they will receive from LCC should they wish to transfer. A further session is scheduled for 6th August 2014.

Advice has been sought from legal and HR regarding whether TUPE would apply when the service is brought in-house. This has indicated that TUPE would apply and this process is being managed through a project team involving representation from Contract Management, Assistant Head of Looked After Childrens, Fostering Manager and representatives from HR and Legal.

Given that young people will continue to receive support from their existing carers, that carers have been consulted and informed about what support they can expect from LCC and that the TUPE transfer of staff will be carefully managed and staff will transfer on their existing terms and conditions there is not believed to be any adverse impact on equality or diversity.

- **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)

All young people currently receiving a service were given the opportunity to comment on service provision via a consultation exercise. All young people receiving a service were sent a questionnaire and were given the opportunity to request a face to face visit if they wanted one. Only 1 young person has responded to the consultation questionnaire.

Carers will be given the option to remain with Barnardo's or come into the Fostering Service at LCC. Should they chose to work for the council they will become part of the Foster Carers network and will receive the same benefits as all Leeds foster carers.

- **Actions**

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

Rob Murray, Head of Looked After Children, wants to see all care leavers given the opportunity to have a supported lodgings placement should they want one. This would mean an expansion of the current provision and should benefit more young people and support them in a family environment through to independence. This is a positive move for our young people.

The Supported Lodging service which will be provided in house and sit under the Fostering Team Manager who is experienced in ensuring the needs of a diverse range of groups are met. The service therefore will be fully accessible for all equality groups and will be managed in such as way that it will be able to cater to a range of religious, cultural and language requirements.

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5. If you are not already considering the impact on equality, diversity, cohesion and integration you will need to carry out an impact assessment.

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| Date to scope and plan your impact assessment: | |
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| Date to complete your impact assessment | |
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| 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 |
|-------------|---|------------|
| Sarah Johal | Assistant Head of Looked After Children | 30/07/2014 |

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).

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| Date screening completed | |
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| If relates to a Key Decision - date sent to Corporate Governance | |
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| Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk) | |
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