

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: All of Adult Social Care
Lead person: Jo Carberry	Contact number: (0113) 2478745

1. Title: Care Act 2014

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify Legislation

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

The Care Act 2014 sets out an updated statutory and regulatory framework for all areas of Adult Social Care to ensure a fit for purpose Social Care service ready to meet the future challenges. At the time of this screening, a range of guidance and regulation that will direct the implementation of the Care Act are undergoing consultation, prior to finalisation.

This screening is to accompany a report outlining the present situation and future requirements

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)

The Care Act not only pulls together pre-existing legislation into a single piece of legislation but adds a number of new duties and requirements. Initial consideration of the breadth and implications of the Act 2014 clearly indicates the need for a full equality Impact assessment. However until we have clarity around the balance between statutory direction against local flexibilities, when guidance and regulation is finalised, it is not possible to undertake a meaningful equality Impact assessment.

- **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).

From initial work on the Care Act, indications are that a wide ranging full Equality Impact Assessment is required. This is due to the breadth and scope of the changes being introduced and the present lack of clarity regarding statutory direction against local flexibilities.

It is clear that the Care Act 2014 will impact on all stakeholders who use or provide social Care services both in terms of the nature of the services provided and the way in which they are provided.

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

Work is already underway to identify potential issues through a number of stakeholder workshops. These represent the first stage in the development of an Equality Impact Assessment.

The workshops are designed to develop an overview of the areas for consideration and the size of the potential change.

Once there is adequate clarity on the likely impacts of the Care Act 2014 (including finalised regulations and guidance) we will undertake a full Equality Impact Assessment based upon robust consultation and engagement to inform the range of decisions that will need to be made around the practical implementation of the Care Act to maximise the benefits to the citizens of Leeds.

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:	The Bill received Royal Ascent on May 15 th 2014.
Date to complete your impact assessment	
Lead person for your impact assessment (Include name and job title)	Jo Carberry

6. Governance, ownership and approval		
Please state here who has approved the actions and outcomes of the screening		
Name	Job title	Date
Sukhdev Dosanjh	Chief Officer, Social Care Reforms	20/05/2014
Date screening completed		20/05/2014

7. Publishing	
<p>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.</p> <p>A copy of this equality screening should be attached as an appendix to the decision making report:</p> <ul style="list-style-type: none"> • 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. <p>Complete the appropriate section below with the date the report and attached screening was sent:</p>	
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:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: