

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: Commissioning
Lead person: Bridget Maguire	Contact number: 0113 2243991

1. Title: Award of contract for provision of Carers Emergency Plan (CEP) service

Is this a:

☐

Strategy / Policy

☒

Service / Function

☐

Other

If other, please specify

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

The Carers Emergency Plan Scheme provides unpaid family carers with peace of mind by enabling them to make an advance plan for what would happen if an emergency prevented them from caring for their family member who could not be left alone for long. It provides a replacement care worker for up to 48hrs. The service also reduces the risk of the cared for person being unnecessarily being admitted to residential care or hospital.

3. Relevance to equality, diversity, cohesion and integration

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

• How have you considered equality, diversity, cohesion and integration?

Monitoring reports on the backgrounds of service users includes ethnicity, faith and sexual orientation, and are discussed at quarterly meetings with the contract monitoring officers.

The service may be particularly useful to BME carers because it enables the cared for person to remain in their own home during the carer's absence, which is usually their preferred option.

• Key findings

The existing users are predominantly white British carers so there will be a performance target set in the new contract to improve take-up by BME carers.

A possible explanation for low take-up is that older people in some minority ethnic communities are more likely to be living with one of their adult children and their family and so would not be left alone if the main carer had an emergency to attend to.

• Actions

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

There will be a performance target to increase the number of BME users of this service and additional take-up efforts will be focussed on BME 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:

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
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Mick Ward	Head of Adult Social Care Commissioning	
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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.

Please send a copy to the Equality Team for publishing

Date screening completed

30th August 2012

Date sent to Equality Team

Date published

(To be completed by the Equality Team)