

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: Public Health	Service area: Strategy & Commissioning
Lead person: Aidan Smith	Contact number: 0113 3957585

1. Title: Future provision of services for older and disabled people provided by Care and Repair Leeds.

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

A joint strategic review of the contracts held between Leeds City Council and Care & Repair Leeds has been conducted. The review commenced in November 2013 and completed in December 2014. The purpose of the review was to ensure that the council is making the most effective use of commissioned resources.

In relation to future commissioning and contracting arrangements the outcome of the review is a recommendation to merge 5 current services (within the scope of the review) into one combined pilot model to be delivered for 12 months by Care and Repair Leeds from 1st April 2015 prior to a procurement exercise for longer term contracting arrangements. The contract will be for 2 years (+6 +6 months) at a maximum value of £602,274.20 per annum.

Approval is also being sought to enter into a short term interim contract for The Hospital Discharge and Asian Outreach Service until 31 March 2015 as these contracts expire in February 2015. This will ensure continuity of service prior to

the pilot.

The pilot contract will be delivered to a new specification but in principle will be a continuation of existing services and therefore there will be no adverse effect on any particular groups of people within the city. The combined pilot contract is being established to ensure a more streamlined and holistic service is provided to clients. There is also an expectation that the services will be promoted more widely and therefore access is to be expanded city-wide. The specification will be developed with the provider and key stakeholders and will be subject to a full Equality Impact Assessment to ensure that any changes do not impact negatively on service users, staff or stakeholders.

Due regard has been given to equality in the delivery of these services and this has been considered through contract management and the review process. Through the housing related support programme the services are required to demonstrate their ability to deliver 'fair access, equality and diversity' in all aspects of service provision.

Throughout the delivery of the pilot, the service performance, quality and equality impact will be measured and the review has recommended that a detailed Equality Action Plan will be developed as part of this monitoring to help identify if there are gaps in services and issues for particular equality groups. This Equality Action Plan will be used to inform the design and future commissioning of these 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. 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)

<ul style="list-style-type: none"> • 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)
<ul style="list-style-type: none"> • 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	December 2014

Date screening completed		December 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: December 2014
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: