

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: Simon Pickering	Contact number: 224 3859

1. Title: Approval to waive Contract Procedure rules 9.1 and 9.2 to enter into a Contract with Leeds Community Healthcare NHS Trust without seeking competition for delivery of the Family Nurse Partnership (FNP) and Health Visitor Services (HV).

Is this a:

☐

Strategy / Policy

☒

Service / Function

☐

Other

If other, please specify

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

The transfer of funding and contract responsibility of 0-5 years public health services from NHS England (NHSE) to Local Authorities is due to take place on 1 October 2015. This is the final part of the full transfer of public health responsibilities to Local Government following the initial transfer of 70 public health contracts in 2013; the Health and Social Care Act 2012 put Local Authorities in charge of driving health improvement in the local population. On 1st April 2013 around 70 public health contracts delivering services to adults and children, valued at approximately £31m, transferred to the Council.

The services affected by this decision comprise the Health Visitor service (which works alongside Children's Centres to comprise the Leeds Early Start Service) and the Family Nurse Partnership programme which together deliver the national 0-5 Healthy Child programme in Leeds.

These services are currently delivered by Leeds Community Healthcare NHS Trust and commissioned by NHSE on a contract which expires on 31st March 2015.

It has been decided that from 1st April 2015 NHSE will enter into a short term six month contract with Leeds Community Healthcare NHS Trust that will be jointly managed with the Council. From 1st October 2015 a new contract will be entered into between the Council and Leeds Community Healthcare NHS Trust.

This decision to waive Contracts Procedure Rules 9.1 and 9.2 for LCC to enter into a contract without competition with LCH NHS Trust for HV and FNP services is recommended to ensure continuity of services critical to promoting child public health and to provide a period of stability to inform strategic review of the services and any future re-procurement decisions.

A key focus of the transfer process is to sustain continuity and prevent any disruption to service for children and families. The services will transfer to the Council from 1st October 2015 on the same service specifications as the contract from 1st April and there will be no change in service delivery.

Service specifications have been maintained and where possible enhanced to improve existing pathways and integration of services and promote access for children and families.

The Early Start Service offers a universal service to all children and families, supported by a process of assessment and early support for those with any added vulnerability (proportionate universalism). The Family Nurse Partnership programme specifically delivers to young first time mothers, and is based on evidence that it can improve outcomes for this vulnerable group

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?		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
<p>If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.</p> <p>Please provide specific details for all three areas below (use the prompts for guidance).</p> <ul style="list-style-type: none"> • 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
Date screening completed		

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:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: