

# 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.

|   |                                   |
|---|-----------------------------------|
| <b>Directorate:</b> <a href="#">Adult Social Care</a>             | <b>Service area:</b> Performance  |
| <b>Lead person:</b><br><a href="#">Stuart Cameron-Strickland.</a> | <b>Contact number:</b><br>2243342 |

|   |
|---|
| <b>1. Title: Local Account</b>  |
| Is this a:  |
| <input type="checkbox"/> <b>Strategy / Policy</b> <input type="checkbox"/> <b>Service / Function</b> <input checked="" type="checkbox"/> <b>Other</b> |
| <b>If other, please specify The publication of an account of Adult Social Care in Leeds Better Lives for people in Leeds;</b>                         |

|  |
|--|
| <b>2. Please provide a brief description of what you are screening</b>   |
| <p>The Local Account “Even Better Lives for people in Leeds” is an account of the present state of Adult Social Care that will be available to all citizens of Leeds. informing them of what Adult Social Care has done and achieved in the previous 12 months and what Adult Social Care priorities are for the next 12 months under the better lives themes. The actions and developments alluded to in this report under each of the themes will all be the subject of specific due regard to equality assessments.</p> |

### 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"><li>• Eliminating unlawful discrimination, victimisation and harassment</li><li>• Advancing equality of opportunity</li><li>• Fostering good relations</li></ul> |     | 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)

“Even Better Lives for people in Leeds” outlines the past and planned activities for Adult Social Care.

Adult Social Care provides a range of services for those people in needs who have eligible services through a FACS assessment as well as those with lower level needs though what have been termed universal services . In doing so it treats all individuals as individuals irrespective of culture, ethnicity, disability etc. It provides services based entirely upon need assessed or perceived.

Thus the issue of equality is important in monitoring that we are in fact reaching out and that all communities are aware of and are able to access the services available and that no organisational barriers are being put in place. We assure this by monitoring the uptake of our services and regularly asking service users carers and other stakeholders what they think and some of the material in the account is based upon that information

The actions and activities alluded to in the Local Account where these represent a change of development in services will be subject to a specific due regard to equality assessment and appropriate consultation and involvement of stakeholders

Adult Social Care utilises the Leeds City Council approach of using the Equality Impact process to demonstrate due regard to equality, ensuring that all changes and developments within Adult Social Cares remit are appropriately and proportionately assessed. Such assessment seeks to identify what if any barriers to the service for any specific equality group exist or may be created by changes to policy or services. Following this identification an action plan is created where appropriate to identify what can be done to mitigate or remove those barriers prior to the decision making process. Such assessments are freely available on the Inter net for any member of the public to access.

- **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)

“Better Lives for people in Leeds” is an account of what Adult |Social care has achieved

in the last 12 months and what it plans to do in the future. It will in no way change any services that will come when the activities outlined in the account are put into practice.

As stated above Adult Social care utilises there Leeds City Council Corporate methodology on demonstrating due regard to equality when any equality impacts will be identified and fully explored.

- **Actions**

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

It will be necessary to ensure that the equality impact process is applied to all relevant developments across Adult Social Care in an appropriate and proportionate manner.

That where ever possible actions are identified to mitigate or remove identified barriers.

To provide a wide range of methods and corridors via which we can receive information form the citizens of Leeds if they feel there are barriers to accessing services.

Ensure that this Local Account is available in as wide a range of formats languages etc as appropriate.

**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<br>(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 |
|---------------------------------|-----------|------|
|                                 |           |      |
| <b>Date screening completed</b> |           |      |

**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](mailto: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 <b>Governance Services</b>                               | Date sent: |
| For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>  | Date sent: |
| All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a> | Date sent: |