

Appendix 4
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: Access and Care
Lead person: Julia Suddick	Contact number: 0113 39 51563

1. Title: Business Case Care Act Resources
Is this a:
<input type="checkbox"/> Strategy / Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> Other
If other, please specify

2. Please provide a brief description of what you are screening
<p>A number of permanent additional posts for assessment and customer services are required in order to meet the new statutory duties set out in the Care Act. In order to meet the new statutory duties in respect of carers and self-funders, additional assessment resources will be required in the first instance. Based on current work to prepare for implementation of the Care Act, it is suggested that the additional requirements are affordable within the £4.4m available funding.</p> <p>The posts are as follows:</p> <ul style="list-style-type: none"> • Two social worker equivalent posts for the Transitions Team (50/50 with Children’s Services) • 2.5 Occupational Therapist posts • Six unregistered social worker posts • Two unregistered social workers Carer Assessment • One registered and one unregistered social worker Carer Assessment validation and Direct Payments Scheme.

- Two Customer Service Officers

The two social workers posts for the Transitions Team will address the 200 outstanding assessments as a result of the Care Act impact on children who are CAF. A further 2000 reviews are required over the next eighteen months in response to the Children’s Act. It is proposed that additional funding pressures are split 50/50 with Children’s Services.

There are in excess of 300 social work assessments outstanding and over 500 Occupational Therapy assessments outstanding. To address the 500+ Occupational Therapy assessments and the ongoing upward trend, 2.5 O.T’s are required. In respect of outstanding social work assessments, 6 unregistered social worker posts are required.

The Care Act introduces a new duty to provide support for carers. According to the 2011 census, over 70,000 people in Leeds identified themselves as carers. Carer Leeds have 8,500 carers registered with them. To address additional carer assessments and the professional validation of these assessments, 2 unregistered social worker posts and 2 registered social worker posts will also give additional support to Carer Leeds, where a significant increase in information and advice is expected.

The ‘lifetime’ cap on care costs for people funding their own care will be implemented in April 2016. However the Department of Health estimate that 50% of self-funders will start to request assessments from autumn 2015. In Leeds there are approximately 3,111 self-funders who will require an assessment.

From April 2015 Customer Service Officers, supported by clinicians will be undertaking initial contact assessments and eligibility determinations. As a result of introducing new pathways for Neighbourhood Teams it is anticipated that 70,000 professional calls will be diverted away from the contact centre. However, there will be a transitional period where extra capacity will be required in-order to embed the new pathways and to validate the conclusions about diversion of professional callers. Two additional Customer Service Officer post are required in the first instance.

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 and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

Questions	Yes	No
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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

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)

- **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 Julia Suddick	Job title Head of Service, Transformation	Date 06/02/2015

<p>7. Publishing</p> <p>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.</p> <p>If this screening relates to a Key Delegated Decision, Executive Board, full Council or a Significant Operational Decision a copy should be emailed to Corporate Governance and will be published along with the relevant report.</p>

A copy of **all other** screening's should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed	06/02/2015
If relates to a Key Decision - date sent to Corporate Governance	
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	