

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: David Peel	Contact number: 0113 378 3836

<p>1. Title: Extension of the current interim contracts with Anchor and MHA under CPR 21.1 for 6 months to run from 1st October 2015 to 31st March 2016</p> <p>Is this a:</p> <p> <input type="checkbox"/> Strategy / Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> Other </p> <p>If other, please specify</p>
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<p>2. Please provide a brief description of what you are screening</p> <p>This assessment is screening the request to utilise the six month extension period incorporated into the current interim extra care contracts under CPR 21.1 for 6 months to run from 1st October 2015 to 31st March 2016. The contracts covered by the request are held with Anchor Trust and MHA and are for the delivery of care and support services at extra care sites. These services are delivered at three, distinct sites. The sites and the respective providers are:</p> <ul style="list-style-type: none"> • Assisi Place – City and Hunslet Ward (MHA) • The Laureates – Alwoodley Ward (Anchor Trust) • Yew Tree/Rosewood – Guiseley and Rawdon Ward (MHA)
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Appendix 1

Extra care housing is a form of supported housing. It is usually designed to provide older people who have varying levels of care needs with a self-contained home and access to on-site care and support. While based at the listed sites, the services are citywide and open to all citizens of Leeds who meet the eligibility criteria. This criteria requires a level of assessed eligible care needs.

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
Is there an existing or likely differential impact for the different equality characteristics?	✓ (Age)	
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
<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)• The services are currently provided to adults aged 55 and over who have identified care and support needs. They are delivered at fixed sites in South, North East and North West Leeds but available across the city to all those eligible for the service.• Monitoring information is collected on a quarterly basis. This includes data relating to ethnicity for both clients and staff. The service specifications have a section on Equality under 'Section 3 – General Requirements'. This requires service providers to supply the Council with information evidencing equity of access to the services.• To be in a position to deliver the services, the current providers were required to evidence commitment to equality, diversity, cohesion and integration. This applied to all aspects of the service, including recruitment and working with individuals accessing the services.
<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)• The services are for adults aged 55 and over who have identified care and support needs. However the services benefit adults of all ages and across a range of need levels. This applies to service users, partners, families and carers. It also applies to staff and the employment opportunities present within the existing arrangements.• The services provide the opportunities for developing community cohesion. This is through strengthening connections with local groups and schools. This is also a product of the employment opportunities presented by this contract.• The process to accessing the service is through Adult Social Care panels, which operate in mind of equality, diversity, cohesion and integration. The specification can ensure these principles are reflected in recruitment processes by emphasising the importance of an open and fair approach to recruitment.• Diversity and inclusion has been emphasised in the new contract documents, which were signed in April 2015. Further work is required to ensure that the monitoring process captures data across all of the protected characteristics.
<ul style="list-style-type: none">• Actions (think about how you will promote positive impact and remove/ reduce negative impact) To work with the contracting team and service providers to ensure monitoring covers all protected characteristics.

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
Michelle Atkinson	Manager, Older People's Commissioning	20/05/15

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.	
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.	
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	20/05/15
If relates to a Key Decision - date sent to Corporate Governance	
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	