

## 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> <b>Adult Social Care</b>	<b>Service area:</b> <b>Access and Care Delivery</b>
<b>Lead person</b> <b>Elizabeth Ward</b>	<b>Contact number:</b> <b>0113 383311</b>

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

<p><b>2. Please provide a brief description of what you are screening</b></p> <p>Proposals are being made to add five posts to the SkILS (home care reablement) service to improve efficiency of the service and allow the target level of referrals to be accepted each week.</p> <p>Permission is being sought from ASC DLT for work to be carried out by the service with a view to making proposals on service developments which include extending the service to full operation 7 days a week, reducing hand offs between the service and social work staff, and developing the role of Support Workers to improve the service offer and make effective use of available time.</p>
------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

<p><b>3. Relevance to equality, diversity, cohesion and integration</b></p> <p>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.</p>
----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------

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?		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)

The SKILs service is provided city wide, within an agreed eligibility criteria for all adults from all impairment groups. The proposals for additional staff are related to improving the

consistency of response across the city in all localities.

Proposals made to develop the service will be for city wide implementation for all impairment groups and ages but will offer opportunities for some focussed activity within specific communities where this is required to improve equality of opportunity. Consultation will be arranged as appropriate to the proposals developed.

- **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)

There are no issues related to the proposal to add 5 posts the SKILs structure.

Any future proposals for service developments will take into account the opportunity for reducing inequalities in specific communities while still offering a city wide service.

- **Actions**

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

- The additional posts will help to ensure the service quality is consistent across the city
- The proposals for service developments to consider opportunity for reducing inequalities in specific communities
- Consultation on proposals for service developments to be with those representative of current and potential customers

**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
Elizabeth Ward	Head of Service	11 June 2015

## 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.

Please send a copy to the Equality Team for publishing

<b>Date screening completed</b>	11 June 2015
<b>Date sent to Equality Team</b>	
<b>Date published</b> (To be completed by the Equality Team)	