

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: Authority to procure an extra care support service for the Housing Leeds Yeadon site scheduled to open autumn of 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>

<p>2. Please provide a brief description of what you are screening</p> <p>This assessment is screening the request to receive the authority to procure an extra care support service for the new Yeadon Scheme, Wharfedale View, scheduled to open in the autumn of 2016. The contract that will be set in place will be for a five year period, with break clauses at the end of years three and four. This will be a new contract and is for the delivery of care and support services at extra care sites. These services can be defined as a core service, consisting of a 24/7 staffing presence to respond to emergencies, and the provision of planned care and support for those individuals wishing to access this support from the onsite provider.</p> <p>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.</p>
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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

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)

Appendix 1

- The extra care support service will be provided to adults aged 55 and over who have identified care and support needs. The service will be delivered at the specified site of Wharfedale View, Yeadon. This is a 45-apartment extra care scheme with 35 apartments allocated to social rent and the remainder allocated as shared ownership. All citizens of Leeds over 55 who also have an eligible care need have an opportunity to live in one of the 35 apartments and access the extra care support service. This access is through a nominations process managed by Adult Social Care.
- The specification details that monitoring information will be collected on a quarterly basis. This will include data relating to ethnicity for both clients and staff. The service specification also has 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 successful bidder will be required to evidence commitment to equality, diversity, cohesion and integration. This applies to all aspects of the service, including recruitment and working with individuals accessing the services.

- **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 extra care service is for adults aged 55 and over who have identified care and support needs. However the service will 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 the contract will present.
- 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 further supports this by stating that a bidder's recruitment strategy must support flexibility in service delivery and diversity.
- Paying due consideration to equality has been emphasised throughout the specification.

- **Actions**

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

- Equality will be considered during the shortlisting process as an integral part of the pre-qualification questionnaire process.
- To work with the successful bidder to ensure that equality is fully considered in the development and delivery of the new extra care support service using contract lead-in and the ensuing monitoring process.

Appendix 1

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	26/10/15

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	26/10/15
If relates to a Key Decision - date sent to Corporate Governance	
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	