

Appendix

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: Mick Ward	Contact number: 0789 127 4567

1. Title: Day opportunities for younger people with dementia
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>The assessment is required to screen the Delegated Decision Report submitted for approval on 1st June 2016. This relates to services delivered under contract by the Alzheimers Society, to provide a day opportunities and outreach service for younger people with dementia. The report proposes:</p> <ul style="list-style-type: none"> - waiver of Contract Procedure Rules 9.1 and 9.2 so that a further 6-month contract can be agreed with the Alzheimers Society to run from 1st October 2016 to 31st March 2017, with options for two three-month extensions which would take the contract to 30th September 2016. - an outline service model for day services for younger people with dementia, including retaining an element of structured day care, phasing out the contract for 1:1 outreach in favour of offering personal budgets, and introducing a greater range of well-being support with eg. social inclusion, community access,

employment / volunteering.

- Identification of an alternative building to the current base at Armley Grange, in line with the Council's asset management strategy.
- Introduction of the Council's eligibility and charging policies to apply to the structured day care element;
- engagement with younger people with dementia, families / carers and other partners to codesign the service model, and understand the impact of proposed changes.

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"> • 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)

There has already been initial consideration of the impact of proposed changes through on going contract monitoring meetings and other meetings with the provider, a half-day workshop with a small group of carers and younger people with dementia. However, further engagement is proposed to develop this understanding.

- **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 intention of promoting a new service model is to improve access to support for younger people living with dementia and for carers. The current services support c. 30-35% of people aged under 65 in Leeds with a diagnosis of dementia, and the great majority of people using the services are of 'White UK' ethnicity. People aged under 65 with dementia may often be in paid employment when diagnosed. Anecdotal information suggests that an early response may be to give up work, when with better support employment may be sustained, or alternatives sought. The current contract lacks this kind of help.

Consideration has been given to other options including ceasing the building-based element of structured day care, or moving to a 'hub' model where younger people would share buildings and infrastructure with older people's day centres. These options are not being taken forward, because the effects of dementia as a disabling condition make it very difficult to support some people for long periods purely in community facilities, because of eg. people needing quiet and environments, watching over for personal safety. Partners have emphasised the importance of gathering together for mutual support, and commissioners found that there are unlikely to be savings in transport costs or journey times from sharing local hubs.

There will be a potential impact on personal finances from introducing charging policy, and on levels of service from introducing eligibility requirements. The impact may be managed by offering some form of transitional protection for people already using the services.

It is hoped that identifying a new building base will improve the facilities for day care and offer a meeting point for activities and mutual support. However, there may be a negative impact on people who are familiar with Armley Grange and would be disoriented by a move, and therefore specific consultation on this aspect will be part of the engagement process.

- **Actions**

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

The proposed waiver will provide a further 6 months funding (and up to 12 months if extension options are required) for the Alzheimer's Society to continue to deliver services, providing continuity whilst the impact of changes is assessed.

Further engagement and consultation will develop the understanding of the above issues and may identify others.

Alternative buildings for the proposed move from Armley Grange may be identified following decisions on the future of older people's services. This is why the flexible timescale is proposed, with options for extending the new contract.

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
Mick Ward	Interim Chief Officer, Commissioning	25 th May 2016
Date screening completed 25 th May 2016		

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 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 Governance Services	Date sent:
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For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent: 25 th May 2016
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: