

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: Children's Services	Service area: Commissioning and Market Management
Lead person: Luke Myers	Contact number: 0113 3785424

- 1. Title:** Request to waive Contracts' Procedure Rules 9.1 & 9.2 in order to enter into contracts with Barnardos, DISC, Health for All, GIPSIL and Shantona for the provision of Families First lead practitioners. The contracts will be for a period of 6 months with a further 12 month extension available and the value of all the contracts will total £377,000 per annum.

Is this a:

☐

Strategy / Policy

☒

Service / Function

☐

Other

If other, please specify

2. Please provide a brief description of what you are screening

The purpose of this report is to seek approval from the Director of Children's Services to waive Contracts' Procedure Rules 9.1 & 9.2 in order to enter into contracts with Barnardos, DISC, Health for All, GIPSIL and Shantona who all provide lead practitioners under the Families First programme in Leeds (known nationally as Troubled Families).

The Troubled Families initiative was instigated by the coalition government in order to turnaround the lives of 120,000 families nationally. Leeds was successful, along with 10 other local authorities, in becoming an early adopter of the program. The

programme was named Families First in Leeds.

The service works with families who meet two or more of the following criteria;

- Adults out of work or at risk of financial exclusion, or young people at risk of worklessness
- Children who need help - who are identified as a child in need, or children/ families who are on or are being considered for an Early Help plan
- Children or young people with poor school attendance
- Parents or young people involved in offending or anti-social behaviour
- Families affected by domestic violence and abuse

Parents or children with a range of health problems. In Leeds, our priorities are substance misuse and/ or mental health difficulties

Issuing this further contract will ensure continuity of support to vulnerable families and will ensure Leeds can continue to meet the targets we have been set nationally under the programme.

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?		✓
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 <ul style="list-style-type: none"> • Advancing equality of opportunity • Fostering good relations 		
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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)

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

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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:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Luke Myers	Commissioning Programme Manager	11/07/2016

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

Date screening completed	
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Date sent to Equality Team	
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Date published	
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(To be completed by the Equality Team)