

## 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> Adult Social Care	<b>Service area:</b> Commissioning
<b>Lead person:</b> David Peel	<b>Contact number:</b> 0113 378 3836

**1. Title:** Extension of existing Neighbourhood Networks contracts – LCC5014 and LCC5900

Is this a:

**Strategy / Policy**

**Service / Function**

**Other**

**If other, please specify**

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

This assessment is screening the request to put in place an extension of the current Neighbourhood Network contracts (reference LCC5014 and LCC5900) for 2 x 12 months to run from 1<sup>st</sup> October 2016 to 30<sup>th</sup> September 2018 in line with Contract Procedure Rule 21.1.

The Neighbourhood Network consists of 35 organisations providing preventative services primarily for older people across 37 geographical areas. These services are outcome-focused and aim to:

- Reduce social isolation;
- Increase involvement and engagement;
- Increase choice and control;
- Improve health and wellbeing.

The delivery of these outcomes is within the context of bringing the benefits of a

prosperous, vibrant and attractive city to all the people of Leeds. This includes working towards ensuring all communities are thriving and harmonious places where people are happy to live.

The Neighbourhood Network Schemes are locally based organisations providing services within defined boundaries. They are governed by committees of local people, including older people, who are representatives of local communities.

The organisations that make up the Neighbourhood Network are all long established local, community groups. Work will be undertaken during the extension period to review and reflect on existing practice to inform future development.

### 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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>	✓	

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 services are currently provided to adults aged 60 and over across the whole city of Leeds. They are delivered at a range of sites with support such as transport provided to help people access the sites. People of any age can access the services to gain information and support for people over the age of 60. This is monitored on a quarterly basis through logging the route of referrals and gaining further details where referrals have not been accepted to a scheme. This is usually down to geographical boundaries and results in the service providing signposting support to a neighbouring scheme.
- The Schemes provide volunteering opportunities for all members of their respective local communities.
- The organisations that make up the Neighbourhood Network Service are all governed by local people representing the local community, either in the form of management committees or local advisory groups. Services are developed and provided through consultation and feedback from service users, which are regularly shared either as consultation reports or as part of a service's newsletters. 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. To evidence this, bidding organisations had to evidence appropriate policies and procedures were in place and provide statements on how the service would ensure engagement with local people, including hard to reach groups.

• **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 Schemes primarily support adults aged 60 and over living within the Leeds Metropolitan District Area. However the services benefit a range of individuals, including service users, carers, partners, families and neighbours representing a range of ages. These benefits include employment and volunteering opportunities.
- The Schemes provide the opportunity for strengthening community cohesion. This is achieved through the provision of local groups and activities shaped and developed by working closer with the local community.
- The Neighbourhood Network Schemes have shown themselves to be welcoming and accessible over the lifespan of the current contracts.

- **Actions**

**(think about** how you will promote positive impact and remove/ reduce negative impact)  
The contract extension will continue to promote positive impact and remove/reduce negative impact by continuing existing service delivery to a specification that:

- is fair across protected characteristics, including age;
- emphasises a person-centred service;
- requires engagement and involvement with the local community;
- considers equality, diversity, cohesion and integration in relation to both clients and staff;
- requires the organisations that make up the Neighbourhood Network to continue to evidence their commitment to equality practices as part of ongoing monitoring.

**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
Michelle Atkinson	Manager, Older People's Commissioning	13/05/16

**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** screenings should be sent to [equalityteam@leeds.gov.uk](mailto:equalityteam@leeds.gov.uk). For record keeping purposes it will be kept on file (but not published).

Date screening completed	13/05/16
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If relates to a Key Decision - date sent to Corporate Governance	
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Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	
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