

## Appendix II 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: Adult Social Care</b> | <b>Service area: Commissioning</b>   |
| <b>Lead person: Sinead Cregan</b>     | <b>Contact number: 0113 378 3852</b> |

1. Title: To seek approval from the Director of Adult Social Services to waive Contract Procedure Rules (CPRs) 8.1, 8.2, 9.1 and 9.2 to enter into four interim Sensory Impairment contracts with Sign Health, The Association of Blind Asians, Leeds Vision Consortium and BID Services for a period of six months (with an option to extend for a further period up to six months) from the 1 April 2016.

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

Currently, Leeds City Council Adult Social Care (ASC) commissions four separate providers to deliver a range of information, advice and support services to people with hearing and sight impairment. All four contracts expire in 31<sup>st</sup> March 2016 and ASC is proposing is to combine existing provision into one single combined sensory service. To deliver this, the plan is to tender for a contract for five years to a single provider, with the option for two, one year extensions.

All four contracts were extended in 2015 via a waiver report to allow for a consultation and a subsequent procurement exercise to be undertaken. The Consultation aimed to involve service users and non-service users with sensory loss to co-design the future sensory loss service specification in line with best practise

and/or national guidelines.

To date, ASC has consulted with nineteen user groups and over 320 individuals through one to one meetings, group discussions, day events, telephone conversations and questionnaires. We anticipate by the end of the consultation period (November 25<sup>th</sup> – 29<sup>th</sup> February 2016) approx. 25 consultation events would have taken place and liaised over 450 individuals with sensory loss.

### 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?  | 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:**

It is expected that the changes to the commissioning of Sensory Services will provide a variety of positive impacts:

A combined sensory service will:

- Ensure adults living in Leeds who are profoundly deaf, are Deaf and use British Sign Language (BSL), who are hearing impaired, sight impaired, severely sight impaired or who have dual sensory loss have appropriate support and resources to maintain and/or improve their health and wellbeing, enabling them to continue to live as independently as possible.
- Ensure compliance with statutory and legal Requirements as set out in the Care Act 2014. The Care Act 2014, together with a range of regulations and statutory guidance, is the base upon which social care will be developed. Local authorities' functions relating to provision of care and support for adults are set out in Part 1 of the Care Act 2014.
- Build on people's existing capabilities and look for opportunities to help these flourish
- Strengthen peer support networks – engaging peer and personal networks to transfer knowledge; support change
- Improved outcomes for the individual;
- Increased opportunities for individuals with sensory loss and of working age to be supported to attain employment/apprenticeship/voluntary work

Initiate sustained and targeted development and outreach work with BME and Learning Disability and communities and individuals.

- Reconfigure and consolidate the way services have previously been developed and delivered
- To maximise value for money, and achieve the best possible social, economic and environmental outcomes for the money spent.

#### **• How have you considered equality, diversity, cohesion and integration?**

- Older people are significant users of sensory services; a single point of access, streamlined and efficient service offer should make it clearer and more accessible to get the right information, advice and support.

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| <ul style="list-style-type: none"> <li>• <b>Key findings:</b><br/><br/>Currently 99% of individuals attending consultative events are supportive of a combined single provider contract and</li> </ul> |
| <ul style="list-style-type: none"> <li>• <b>Actions</b><br/>The new service model and specification will be coproduced with service users and stakeholders.</li> </ul>                                 |

|   |  |
|---|--|
| <b>5. If you are <b>not</b> already considering the impact on equality, diversity, cohesion and integration you <b>will need to carry out an impact assessment.</b></b> |  |
| Date to scope and plan your impact assessment:  |  |
| Date to complete your impact assessment   |  |
| Lead person for your impact assessment<br>(Include name and job title)  |  |

|  |                                 |                  |
|--|---------------------------------|------------------|
| <b>6. Governance, ownership and approval</b><br>Please state here who has approved the actions and outcomes of the screening |                                 |                  |
| <b>Name</b>  | <b>Job title</b>                | <b>Date</b>      |
| Sinead Cregan  | Commissioning Manager<br>Adults | 15 February 2016 |

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| <b>7. Publishing</b><br>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.<br><br>If this screening relates to a <b>Key Delegated Decision, Executive Board, full Council</b> or a <b>Significant Operational Decision</b> a copy should be emailed to Corporate Governance and will be published along with the relevant report.<br><br>A copy of <b>all other</b> screening's should be sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a> . For record keeping purposes it will be kept on file (but not published). |            |
| <b>Date screening completed</b>  | 12/02/2016 |
| If relates to a Key Decision - <b>date sent to Corporate Governance</b>  |            |
| Any other decision – <b>date sent to Equality Team (equalityteam@leeds.gov.uk)</b>   |            |