

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: Office of the Director of Public Health	Service area: Strategy and Commissioning
Lead person: Helen Moran	Contact number: 0113 3787851

1. Title:

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The three Clinical Commissioning Groups (CCGs) in Leeds have been funding the existing drug and alcohol service in Leeds, known as Forward Leeds, to provide a dedicated team of staff in each of the three CCG areas to deliver targeted interventions through GP practices.

The Leeds South and East CCG area committed to invest in the service for five years (1 July 2015 to 30 June 2020) with Leeds North and Leeds West CCGs each committing to funding for two years (1 July 2015 to 30 June 2017). Leeds North and Leeds West CCGs have now committed to invest for a further year (£80k and £116k respectively) and this additional investment, which will involve varying the contract with DISC who are contracted to deliver the Forward Leeds service, is the subject of the screening.

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)

The Forward Leeds service is available to all Leeds residents however, through the consultation that was undertaken prior to the service being commissioned and from analysis of client data since we know that it particularly works with many service users

who have complex needs including mental health problems and homelessness. It includes dedicated support for expectant mothers, children / young people and families including those participating in the Family Drug and Alcohol Court pilot in West Yorkshire. GPs often have regular contact with or are often a first port of call for many of these protected groups making them ideally placed to engage people in support and treatment.

The additional investment will support the ongoing targeting of services through GP surgeries which is in keeping with the ethos of the service on using community based - settings such as these to improve accessibility to drug and alcohol treatment services for these client groups. This particularly benefits those who wish to receive support closer to where they live or prefer a more anonymous setting and would not seek help directly from a Forward Leeds hub.

Varying the contract with DISC to include the additional CCG funding so that the CCG teams can continue to provide provision for a further year across North and West as well as South and East will ensure that these client groups continue to have improved access to substance misuse services through community-based settings across the whole of Leeds.

- **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)

In the unlikely event that the additional funding was withdrawn or the contract wasn't varied:

- clients in the South and East CCG area would be able to continue accessing support at GP surgeries in this area. In the West and North, GPs would still be able to refer clients into the Forward Leeds service but they would need to attend either a main Forward Leeds hub at Armley Park Court or Irford House or one of only a few Primary Care hubs elsewhere in the city.
- Officers involved in the contract management of the Forward Leeds service would monitor the take up of services by different client groups in the different areas to establish the impact and work with the Forward Leeds service to encourage take up of the service e.g. through publicity or initiatives with other agencies in areas where this has declined.

- **Actions**

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

In the unlikely event that the additional funding was withdrawn or the contract wasn't varied:

- Officers involved in the contract management of the Forward Leeds service would monitor the take up of services by different client groups in the different areas to establish the impact and work with the Forward Leeds service to encourage take up of the service e.g. through publicity or initiatives with other agencies in areas where this had declined.

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
Bridget Emery	Chief Officer Strategy and Commissioning	22 February 2016
Date screening completed		17 February 2017

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:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: