

# 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: Access and Care Delivery Services</b>
<b>Lead person: Shona McFarlane</b>	<b>Contact number: 0113 37 83884</b>

## 1. Title: **Review of Leeds Safeguarding Adults Board Partnership Unit**

Is this a:

**Strategy / Policy**

**Service / Function**

**Other**

**If other, please specify**

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

The Leeds Safeguarding Adults Board Partnership (LSAB) Unit was reviewed in late 2014, having been established in 2009 following a CSCI review of safeguarding services. Following a process of consultation with staff, trades unions, funding partners, Board members and the Independent Safeguarding Adults Board Chair, there are proposed changes to the staffing structure.

These changes are required partly as a response to the two reviews and the changes required by legislative changes, and partly in response to changes in funding that have been agreed by the three Clinical Commissioning Groups (CCG's) who part fund the Safeguarding Adults Bard activity.

The LSAB Business Unit is jointly funded, and the staffing are employed by the Council on behalf of the partnership, which results in any changes in the staffing of the unit being the responsibility of the Council. However, as partners in the process, the council has

had to consult extensively with funding partners and the Board as a whole in order to achieve consensus on the changes that are now proposed.

This change is regarding the staffing changes that are to be made to ensure that the unit is able to respond to the strategic needs of the safeguarding adults' partnership.

### 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

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 is a risk that person at risk or their families or advocates could see the changes as reducing the element of independence that the ISRM's brought to the case conference process. However, this independence is still part of the process as chairs will not be allocated cases that they have had any prior involvement with.

Safeguarding and Risk Managers and Team Managers are being trained and a rota devised to ensure independent chairing capacity is available when required.

The implementation of making Safeguarding Personal and taking a strengths based approach to safeguarding has significantly reduced the call on Safeguarding Chairs.

This change relates to a small staff team (there were 10 team members at the start of the change process, there are now 7 staff members). Consultation has taken place through team meetings to which all team members have been invited. There are two men and 8 women who have been involved in the process, age ranges and professional backgrounds vary. All staff identify as White and none have a visible or declared disability. Some have caring roles – these proposals do not impact on current workstyles or working day agreements that may be in place. Consideration has been given to communication styles, needs and abilities, as well as position in the management hierarchy.

- **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 proposals have resulted in the deletion of four posts – one at HoS (Dir 52.5%) and three at PO6. The posts below JNC level have not been affected. Three additional posts have been added to the structure at PO2. Therefore posts at 'front line' level have been protected comparative to more senior manager posts.**

- **Actions**

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

**The recruitment of new posts (3 x PO2 posts) will provide an opportunity to**

**attract candidates from a diverse range of backgrounds and experience.**

**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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
Shona McFarlane	Chief Officer	10/02/17

### **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** screening's 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**

31/12/16

If relates to a Key Decision - **date sent to Corporate Governance**

Any other decision – **date sent to Equality Team (equalityteam@leeds.gov.uk)**