

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: - Learning for Life - Children's Social Work/ Youth
Lead person: Chris Dickinson, Head of Commissioning and Market Management	Contact number: 0113 37 83623

1. Title: Permission to award a number of Children's Services contracts without subjecting the matter to competition, for the continued delivery of commissioned services in 2017/18. This will involve the waiving of Contract Procedure Rules

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

A range of services are externally commissioned by Children's Services. All current contracts have been reviewed with Heads of Service in terms of continuing value for money and strategic fit.

Current contractual arrangements are due to expire on 31st March or 30th June 2017 and there are no options to extend. It has been agreed with Heads of Service that the best option at this time is to award further contracts to the current providers from 1st April or 1st July 2017

Negotiations have taken place with providers to identify savings and efficiencies to enable Children's Services to meet the budget savings target set for 2017/18. The impact on service users, the organisation and other stakeholders have been

assessed in partnership with individual providers.

For a number of contracts, these proposals involve waiving contract procedure rules as set as below:

The Market Place (TMP) – This contract provides city centre based services focused on young people's social, emotional and mental health (SEMH), including drop in, one to one intensive support and group work. TMP also delivers crisis counselling, funded by Leeds CCGs. A joint specification has been drafted for 2017/18 and it is the intention to develop a single contract monitoring tool. A joint commissioning arrangement with pooled budgets should be achieved in 2018/19, which will give the provider increased flexibility on use of the core funding to meet the EMH outcomes required. It is proposed that TMP is awarded a 12 month contract for 2017/18, with a 15% reduction in funding. This will allow for joint commissioning in 2018/19. A detailed impact assessment has been coproduced with the provider, which demonstrates the funding reduction is manageable, with reduced capacity.

Basis Yorkshire Ltd – This contract provides early intervention and support services to help meet the needs of girls and young women at risk of or experiencing child sexual exploitation. This service has been subject to a series of short-term contracts over a period of many years due to uncertainty over budgets and more recently, the development of the internally delivered multi-agency Safe Project. Together with the Safe Project the service plays an important role in supporting girls and women at medium to high risk of CSE in Leeds. The service was reviewed in 2016 and found to be delivering good value for money. Children's Services Social Work service is committed to maintaining the current funding level and continuing to commission this service with an external partner. There is a healthy market for CSE related support in Leeds and given the number of short-term contracts awarded to this provider, which is not helpful to the provider or the market, the preferred option is to competitively tender the service in 2017 to award a new longer-term contract from April 2018. This new contract will ensure the service is effectively aligned with the Safe Project and future priorities. It is therefore proposed that Basis Yorkshire be awarded a further 12 month contract from 1st April 2017 to 31st March 2018 while this tender exercise is undertaken.

Barnardo's Support for young carers (Willows) – This joint contract with Adult Social care provides a networking and advocacy role to ensure that this vulnerable group of children and young people are able to access and benefit from their entitlement to a wide range of universal and targeted support. The service also provides tailored support for a small number of young carers, where the impact of parental mental health problems or substance misuse on their lives is profound. This service is within scope for a review of carers support services being undertaken jointly with Adults and Health. This review is at an early stage and the outcome will not be known in time to commission this service before it is due to expire on 30th June 2017. It is therefore proposed that the provider be awarded a further contract for continued delivery of this service from 1st July 2017 to 31st March 2018, with an option to extend by a further 12 months. This will align the contract with the Carers Leeds contract, also in scope for the carers support services review.

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)

- **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)

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
Andrea Richardson	Head of Service – Learning for Life	13/02/17
Children's Social Work/ Youth Offending Service – Sal Tariq	Deputy Director – Children's Social Work Services	14/02/17
Date screening completed		
1 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: 22/02/17
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: