

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 - Complex Needs - Children's Social Work/ Youth Offending Service
Lead person: Michelle Whippey	Contact number: 0113 378 5422

1. Title: Contract invocation of the Contracts Procedure Rule(s) 21.2 and 21.7 in order to extend and, where applicable, vary the value of contracts with organisations for the delivery of services commissioned by Children's Services

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

On 31st January 2017, CSLT approved a number of savings proposals where impact assessments have been undertaken jointly with providers. For the contracts listed below, this involves invoking contract procedure rules to extend and/or vary contracts. Current contractual arrangements are due to expire on 31st March 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.

Advocacy Services – Early Help/Complex Needs

Community Accord: a mediation and disagreement resolution service to provide impartial disagreement resolution and mediation services between parents or young people and education providers, local authorities or health commissioners, prior to registering an appeal with the First-tier Tribunal'

Family Support

HomeStart Leeds: to provide on-going support for families for up to two years with a view to achieving improved outcomes for children and young people. In the main, but not exclusively, the service provides a step down service for families, building upon work undertaken by Intensive Family Support services.

Other

Leeds GATE: outreach and engagement activity with young people from Gypsy and Irish Traveller communities in order to increase contact with mainstream services for young people.

Short Breaks

Leeds Community Healthcare Trust: a service to ensure that disabled children and young people are able to access short breaks of their choice in universal, targeted and specialist provision by offering appropriate training on health care interventions to providers of children's services.

Youth Work/ Adolescent Services

BARCA Leeds: Youth Inclusion Project - to support 8 -13 year olds to find alternatives to chaotic lifestyles that may involve significant levels of truancy, offending or antisocial behaviour.

Women's Health Matters: Include project - delivers support for vulnerable pregnant young women to provide access to information, support and resources allowing them to make informed choices about their pregnancy, parenthood, relationships and sexual health.

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 For the following contracts: - BARCA Leeds	
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)

BARCA – Youth Inclusion Project:

The impact assessment demonstrates that a 15% reduction in contract (£400k - £60k = £340k) will result in some staff redundancies and reduced capacity. The service made a £25k saving in 2016/17 without impacting on front-line staffing but this would not be possible with a further saving. This may result in a change of staffing roles and refocusing of the service in particular areas of the city. The provider is concerned about the time available to consult with staff and make the changes in delivery. Following a meeting in December 2016, BARCA put staff on notice of redundancy at the beginning of January 2017 and is following HR procedures in anticipation of the saving being

confirmed.

This contract was subject to a £100k reduction in 2016/17 but £75k of Families First funding was added, which offset much this saving. However, this funding is due to end on 31st March 17 and it is not yet clear whether any further funding may be available. The means that the provider is planning for a 28% reduction in funding overall, amounting to £135k.

With no guarantee for the continuation of Families First funding, the overall saving to base budget for this contract is significant. However, the service area has always been clear with the provider that Families First was for one year only and so its ending should have already been planned for. BARCA is a large organisation with a number of different contracts and although they have expressed concern about the amount and the timeframe, they have not requested a reduced amount or delay in implementation.

- **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)

If the proposed reduction in value is implemented the current referral and prioritisation process would not change, however the city wide reach will narrow and the focus will be on those areas of the city with high indices of deprivation and need. The negative impact is that the number of young people supported through the service will reduce but consideration will be given to different equality groups when determining how this is done.

Those young people that cannot be supported through the service will be signposted or referred to alternative services available through the existing youth offending partnerships

- **Actions**

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

The lead commissioner is working with the provider to establish a revised delivery plan to minimise the impact to service users. However, it is acknowledged that target numbers may change.

Management Information will be utilised to identify the characteristics of the young people currently supported to ensure no vulnerable group is impacted due to the reduction in value.

It is acknowledged that some Black and Minority Ethnic (BME) groups, particularly Black and Dual Heritage young people remain over represented in the criminal justice system, as are Looked After Children. The service will continue to support these groups.

The lead commissioner, Head of Service and provider will develop a plan to manage referrals from those referral agencies outside the areas of deprivation.

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	
Barbara Newton	Head of Service – Complex Needs	
Children's Social Work/ Youth Offending Service – Sal Tariq	Deputy Director – Children's Social Work Services	
Date screening completed		
13 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: 13/02/17
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: