

# 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: Children’s Services</b>	<b>Service area: Commissioning &amp; Market Management</b>
<b>Lead person: Luke Myers</b>	<b>Contact number: 3785424</b>

**1. Title:** Waiver of Contracts’ Procedure Rule 8.1 & 8.2 to enter into a 6 month contract, with the option to extend for a further 6 months with both Barca and Health for All for group work with children who have experienced domestic violence.

Is this a:

**Strategy / Policy**

**Service / Function**

**Other**

**If other, please specify**

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

FDAC started in 2008 in London. It is an alternative, problem-solving approach to care proceedings in cases where parental substance misuse is a key trigger for the local authority bringing proceedings. It aims to support parents to overcome their entrenched problems while the case is being determined in proceedings.

FDAC’s main features are judicial continuity, fortnightly judge-led review hearings without lawyers present, and a specialist multidisciplinary team that advises the court and provides intensive support to parents as well as close monitoring of their progress.

Building on a very successful regional pilot in 2013/14, the five West Yorkshire local authorities with the support of the FDAC National Unit received an Innovations Fund

grant of £550k to pilot the implementation of FDAC across the region. For Leeds Bradford and Calderdale the pilot started in November 2015, for Wakefield in February 2016 and for Kirkless, March 2016.

The Innovations Fund grant received expired at the end of 2016/17 and therefore further funding is required if the FDAC service is to continue.

Barca-Leeds have been delivering the FDAC service in Leeds and they have been successful in sourcing funding from Porticus which is an organisation that provide charitable grants funds to projects that support social justice across the UK.

This partial funding from Porticus means that only £80k per annum of the total service cost is required in order to continue the delivery of the FDAC service in Leeds.

This report requests approval for £80k per annum funding to Barca to enable the continuation of the FDAC service. The rationale for this is that the FDAC service contributes to better outcomes for children and families, including the key obsession of safely and appropriately reducing the number of looked after children, generation of savings for Leeds City Council and a range of public sector bodies and will allow continuity of service whilst discussions progress regarding the development of a wider problem solving court.

### 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		x

<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>		
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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**.
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<p><b>4. Considering the impact on equality, diversity, cohesion and integration</b></p>
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<p>If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.</p>
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<p>Please provide specific details for all three areas below (use the prompts for guidance).</p>
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<ul style="list-style-type: none"> <li>• <b>How have you considered equality, diversity, cohesion and integration?</b> (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)</li> </ul>
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<ul style="list-style-type: none"> <li>• <b>Key findings</b> (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)</li> </ul>
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<ul style="list-style-type: none"> <li>• <b>Actions</b></li> </ul>
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**(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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
Luke Myers	Commissioning Programme Manager	05/05/2017
<b>Date screening completed</b>		05/05/2017

## **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](mailto: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 <b>Governance Services</b>	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: