

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: Adults and Health	Service area: Public Mental Health
Lead person: Catherine Ward / Kate Daly	Contact number: 07712214810

1. Title: Initiate contract extensions with Touchstone-Leeds to enable key public mental health services to be maintained in accordance with Contracts Procedure Rules 21.1 (contract extensions)

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

1. This report is seeking to use the available 6 month extension provision within two interim contracts (DN234824 and DN234817) with Touchstone-Leeds for the delivery of a community development worker service, which promotes health and wellbeing of people with mental health problems and a service to improve the health and wellbeing of people with mental health problems from BME communities. Both are long-established arrangements based on historic requirements and needs, and the Council has worked with the providers to ensure that the services meet public health priorities for Leeds.

2. The value of the six month extension is £148,525 and this will be met by the Public Health grant. The six-month extensions (1st October to 31st March 2018)

are required to provide sufficient time for the Council to complete the procurement and mobilise a new community mental health service, which will use an community asset based approach to contribute to reducing health inequalities by focusing on wider determinants that can affect resilience and impact negatively on mental 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?		No
Have there been or likely to be any public concerns about the policy or proposal?		No
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	Yes	
Could the proposal affect our workforce or employment practices?		No
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 		No

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)

Touchstone provide mental health and wellbeing services to over 2000 people a year, whilst also working across communities to grow their confidence and capacity to demand the services and positive experiences they are entitled to.

- Touchstone provides a range of innovative services that improve health and wellbeing.
- Touchstone is strongly committed to equality, independence and choice.
- Touchstone's services are shaped by the needs of service users.
- Touchstone staff are committed, resourceful and knowledgeable. They reflect the multi-cultural community in which Touchstone operates.

The two services collect data on BME population mental health including work streams around harm reduction, parity of esteem, stigma and discrimination and understanding of unmet needs. These services work with vulnerable communities including asylum seekers and refugees (and destitute asylum seekers) and help identify gaps in commissioned provision.

• **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)

Potential positives

- the extension enables the existing services to be continued and maintained whilst the Council concludes the review and procurement of the Mentally Healthy Leeds service, otherwise these services will end and there will be disruption to service users.
- relationships between Public Health and the provider are good and have recently been strengthened through the joint work developing service plans to accommodate the recent public health cuts.
- work plans between the existing 2 contracts now complement each other and there is no duplication.
- the teams work together to identify need and then address this community need i.e. running of bespoke drop ins for new migrant communities as evidenced by CDW service.

Potential negative impact

- This is a short term solution to maintain service continuity whilst the Council

concludes the review and procurement of the Mentally Healthy Leeds service, this will create uncertainty for the current provider and workforce.

• **Actions**

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

- Provide on going support to the provider and regular updates on the review and procurement project.
- Regular quarterly monitoring meetings to share early on any issues and aim / support to trouble shoot
- Review monitoring and look at emerging unmet needs
- Ensure future contract arrangements have considered the impact of equality and diversity
- Promote closer partnership working with other commissioners such as CCGs

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
Catherine Ward	Health Improvement Principal -Emotional Health and Wellbeing Lead	May 2017
Date screening completed		6 th June 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: 14.06.17
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: