

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: Commissioning & Market Management
Lead person: Luke Myers	Contact number: 3785424

1. Title: Waiver of Contracts’ Procedure Rule 8.1 & 8.2 to enter into a 16 month contract with Home Start Leeds for the Post Removal service at a value of £15,099 per annum.

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

Home-Start Leeds previously provided the outreach element of a post removal under the Family Valued Programme which utilised previously received Innovation Fund monies. This was delivered alongside access to Therapeutic Support which together provided support to those families who have had a child removed.

Funding provided under the Family Valued Programme ran until 31/03/2017 at which point no further funding was available.

The ambition for a fully developed and sustainable post removal service for the city has been the subject of ongoing discussions between Leeds City Council’s Children and Families Directorate, health commissioners within the CCGs and other partners

however further work is needed to develop this joint service.

This report asks for a 16 month contract, starting 01/04/2017 and ending 31/07/2018 with Home-Start Leeds for the outreach element of the post removal service. This interim contract will also enable the review of Family Support Services which commences this month to progress. Through this review we can explore the future of post removal services in the city.

This contract will allow the continuation of outreach provision for families who have had a child removed whilst the review of family support services is undertaken and planning for a fully developed sustainable family support service in the city continues.

The service will particularly support the achievement of the outcome 'all children and young people are safe from harm' and priorities including 'help children to live in safe and supportive families' and 'ensure the most vulnerable are protected'. This is achieved through working proactively with parents to access the support required to address the issues that have previously led to having a child removed and therefore reducing the likelihood of future removals.

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**.
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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)

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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:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Luke Myers	Commissioning Programme Manager	07/06/2017
Date screening completed		06/07/2017

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:
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For Delegated Decisions or Significant Operational	Date sent:
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Decisions – sent to appropriate Directorate	
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: