

Appendix 1

Equality, Diversity, Cohesion and Integration Impact Assessment

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. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Directorate: Adult Social Care	Service area: Commissioning
Lead person: Mick Ward	Contact number:
Date of the equality, diversity, cohesion and integration impact assessment: 6th June 2017	

1. Title: Advocacy Commission
Is this a:
<input type="checkbox"/> Strategy <input checked="" type="checkbox"/> Service /Function <input type="checkbox"/> Other
If other, please specify

2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
Louise Morgan	LCC	Commissioner
Mick Ward	LCC	Project Lead

3. Summary of strategy, policy, service or function that was assessed:

Expansion of approved procurement exercise to secure Advocacy Support and Services Contract to include Independent Mental Capacity Assessment Advocacy to enable the successful provider to supply a comprehensive statutory and issue based advocacy for the people of Leeds. .

4. Scope of the equality, diversity, cohesion and integration impact assessment
 (complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

4a. Strategy, policy or plan (please tick the appropriate box below)	
The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>
Please provide detail:	

4b. Service, function, event please tick the appropriate box below	
The whole service (including service provision and employment)	<input checked="" type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>
Procuring of a service with newly defined service model (by contract or grant)	<input type="checkbox"/>
Please provide detail: Incorporating all statutory and non statutory advocacy services into a single service commissioned through a procurement exercise.	

<p>5. Fact finding – what do we already know Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.</p> <p>(priority should be given to equality, diversity, cohesion and integration related information)</p> <p>The current service model was developed following a Joint Advocacy Review in 2009 which highlighted a number of gaps in service provision for a number of vulnerable groups. The current service provider Advonet has made great progress in developing the service since 2013 when the contract was first awarded. Advonet also delivers a further contract which focuses on those advocacy services required by the Mental Capacity Act 2005 –</p>
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Independent Mental Capacity Advocacy. Both contracts will expire March 2018 and as such a procurement exercise will need to take place during 2017. Each contract contains statutory obligations and not providing this will mean the Council does not meet its statutory requirements.

Combining both contracts into one for the purpose of procurement and service operation from April 2018 will deliver a number of financial and operational benefits but for potential clients and referring bodies it will offer a clearer and more simplified pathway to a single point of contact. This will also have an impact on resourcing enabling the successful provider to assist vulnerable clients more effectively.

Are there any gaps in equality and diversity information

Please provide detail:

Collation of equality information through contract monitoring will be used to inform future service provision.

Action required:

Continued focus on equality within contract monitoring.

6. Wider involvement – have you involved groups of people who are most likely to be affected or interested

Yes

No

Please provide detail:

The initial advocacy service review included a wide range of consultation with service users, service providers and key stakeholders. (Details contained in the Advocacy Service Review Report 2009). As a result the Council entered into a contract with Advonet which is due to expire March 2018. A review of the existing service provider for both the wider advocacy service and the IMCA service was undertaken in 2016 which involved extensive consultation with service users, staff, volunteers and other stakeholders. Feedback about the current services was very positive.

Action required:

Continued engagement with stakeholders is an integral part of this service and contract monitoring is in place.

7. Who may be affected by this activity?

please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

Equality characteristics

Age

Carers

Disability

Gender reassignment

Race

Religion or Belief

Sex (male or female)

Sexual orientation

Other

(**Other** can include – marriage and civil partnership, pregnancy and maternity, and those areas that impact on or relate to equality: tackling poverty and improving health and well-being)

Please specify: Broader range of disadvantaged/protected groups (i.e. ex offenders).

Stakeholders

Services users

Employees

Trade Unions

Partners

Members

Suppliers

Other please specify

Potential barriers.

Built environment

Location of premises and services

Information and communication

Customer care

Timing

Stereotypes and assumptions

Cost

Consultation and involvement

Financial exclusion

Employment and training

specific barriers to the strategy, policy, services or function

Please specify

The advocacy service will need to be re –procured in 2017. A single provider could achieve greater efficiencies and provide a more ‘joined up’ service whilst being more adaptable to meet potential unforeseen demand if these two services are combined.

8. Positive and negative impact

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

8a. Positive impact:

A single provider would have more autonomy to develop overall advocacy service rather than two which could result in some discrepancy within service offer. Training opportunities and peer mentoring will be greater for staff and volunteers within a single organisation. Contract monitoring of a single service would require less resources and would help to ensure consistent minimum requirements and standards throughout the organisation.

Action required:

Outcome focused service specification has ensured that there are a range of appropriate and proportionate outcomes to meet the specific need of marginalised groups and also the broader advocacy needs of the people of Leeds. A fully integrated single point of entry to statutory and needs based advocacy service by one provider is recommended through a combined procurement exercise.

8b. Negative impact:

None

Action required:

9. Will this activity promote strong and positive relationships between the groups/communities identified?

Yes

No

Please provide detail:

Model will provide a more collaborative approach between agencies working with different client groups.

Action required:

Continued development of collaborative model.

10. Does this activity bring groups/communities into increased contact with each other (e.g. in schools, neighbourhood, workplace)?

Yes

No

Please provide detail:

Action required:

11. Could this activity be perceived as benefiting one group at the expense of another? (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people)

Yes

No

Please provide detail:

Action required:

Continued development of service in order to meet the advocacy needs of the people of Leeds.

