

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: Social Work and Social Care
Lead person: Debbie Ramskill	Contact number:

1. Title: Creation of additional posts, South Leeds Independence Centre and Suffolk Court Recovery Hubs

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

An alliance- made up of the Council, Leeds Community Healthcare and Leeds Teaching Hospitals NHS Trust, submitted a joint bid as part of the Community Care Bed tender and were awarded 72 beds as part of a procurement exercise for a total of 190 beds providing intermediate care between hospital and community. This contract is for 5+2 years.

As part of this tender bid, the South Leeds Independent Centre (SLIC) and Suffolk Court will provide two of the city's required community bed bases. Furthermore, with funding secured last year through the Better Care Fund to provide 37 community care beds at The Green - we will provide a total of 109 beds covering the South & East, North and West parts of the city.

Therefore the Council has been successful in securing the future of The Green, SLIC and Suffolk Court. These are community based facilities which will remain in-house. Moreover, these three facilities will contribute significantly in increasing the new community care bed offer across the city, providing a range of nursing and residential recovery services. Overall, this will mean an increase in services and new job opportunities for local people as we need to increase our staffing levels.

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 and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

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**.

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)

This work is the conclusion of a commissioning exercise that has been led by the Leeds Clinical Commissioning Groups. It is a city wide procurement exercise and impacts positively on the needs of older people who require rehabilitation support and recuperation from hospital. The role that is being played by Leeds City Council, in partnership with Leeds Community Healthcare Trust is a provider of services.

The main impact is on staffing and this is a positive impact as the new contract has enabled the council to both secure existing roles at the Green, and to recruit additional posts to support the new model.

- **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)

The new service will impact on service users in a positive way – it is replacing an existing service, but the model will enhance user experience through the addition of the Community Engagement Worker role.

<ul style="list-style-type: none"> • Actions (think about how you will promote positive impact and remove/ reduce negative impact)

<p>5. If you are not already considering the impact on equality, diversity, cohesion and integration you will need to carry out an impact assessment.</p>	
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)	

<p>6. Governance, ownership and approval Please state here who has approved the actions and outcomes of the screening</p>		
Name	Job title	Date
Shona McFarlane	Deputy Director, Adults and Health	20.09.17

<p>7. Publishing This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.</p>

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screening's should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed	
If relates to a Key Decision - date sent to Corporate Governance	
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	