

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: Adults and Health</b>	<b>Service area: Commissioning</b>
<b>Lead person: Sinead Cregan</b>	<b>Contact number: 0113 378 3852</b>

**1. Title:** To seek a waiver of Contract Procedures Rules 9.1 and 9.2 in order to enter into a new contract with Black Health Agency for the delivery of a HIV Social Care Support Service from 1 April 2018 to 31 March 2019. The value of the contract is £293,455.

Is this a:

Strategy / Policy

Service / Function

Other

**If other, please specify**

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

I am screening a delegated decision report to the Director of Adults and Health requesting authority to procure a Community Based Mental Health Service (CBMHS). The procurement will be undertaken in 2018/19 and the new contract will commence on the 1 April 2019.

**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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>	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)

Through the performance management of the service information is collected on a quarterly basis and is used to develop specific services that promote diversity and inclusion.

<ul style="list-style-type: none"> <li>• <b>Key findings</b> (<b>think about</b> 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>
<ul style="list-style-type: none"> <li>• <b>Actions</b> (<b>think about</b> how you will promote positive impact and remove/ reduce negative impact)</li> </ul> <p>The service consistently finds new ways of working if there are particular groups or individuals affected by HIV. Awarding BHA a new contract ensures service continuity.</p>

<p><b>5. If you are <b>not</b> already considering the impact on equality, diversity, cohesion and integration you <b>will need to carry out an impact assessment.</b></b></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><b>6. Governance, ownership and approval</b> Please state here who has approved the actions and outcomes of the screening</p>		
<b>Name</b>	<b>Job title</b>	<b>Date</b>
Sinead Cregan	Commissioning Manager Adults	12 December 2017

<p><b>7. Publishing</b> 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> <p>If this screening relates to a <b>Key Delegated Decision, Executive Board, full Council</b> or a <b>Significant Operational Decision</b> a copy should be emailed to Corporate Governance and will be published along with the relevant report.</p> <p>A copy of <b>all other</b> screenings should be sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>. For record keeping purposes it will be kept on file (but not published).</p>	
<b>Date screening completed</b>	13 December 2017
<b>If relates to a Key Decision - date sent to Corporate Governance</b>	

Any other decision – <b>date sent to Equality Team</b> <b>(equalityteam@leeds.gov.uk)</b>	
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