

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: Commissioning
Lead person: Sarah Loughman, Commissioning and Contracts Officer	Contact number: 0113 378 7850

Request approval to waive Contracts Procedure Rules 9.1 and 9.2 using the authority set out in CPR 1.3, to enter into interim contracts for the delivery of the Integrated Offender Management Support Service with Drug with Developing Initiatives for Support in the Community (DISC) and Change Grow Live (CGL) for a period of 12 months, with an option to extend for a further 12 months.

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

Approval is being sought to request approval to waive Contracts Procedure Rules 9.1 and 9.2 using the authority set out in CPR 1.3, to enter into interim contracts for the delivery of the Integrated Offender Management Support Service with Drug with Developing Initiatives for Support in the Community (DISC) and Change Grow Live (CGL) for a period of 12 months, with an option to extend for a further 12 months.

This will allow improved ways of working to be developed and implemented as the review

is completed and will also enable a more coordinated and responsive approach across the IOM partnership moving forward.

The maximum value of the contracts will not exceed £941,065 for 2018/19.

Approval of these contract extensions and variations will ensure continuity of support during the completion of the review and recommissioning of IOM services, and will not involve any significant changes which would impact negatively on service users, staff or other stakeholders. A detailed Impact Assessment will be undertaken as part of the review to help identify where there are gaps in services and issues for particular equality groups. This will be used to inform the design and future re-commissioning of these services.

The service is currently accessible and responsive to the needs of all individuals within the DIP/IOM cohort who have an offending and/or drug misuse background and will deliver good quality outcomes irrespective of gender, sexuality, disability, age, HIV status, appearance, ethnic origin, or cultural or religious belief. Equality and diversity has been, and will continue to be, considered and addressed through the review analysis and in the development, procurement and contracting of the new service.

Equality, diversity and cohesion issues are embedded and central to the key principles of a new IOM model moving forward, in terms of issues such as flexibility, access, restorative justice, recovery, and ensuring a responsive and person-centred approach.

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 		X

<ul style="list-style-type: none"> • Advancing equality of opportunity • Fostering good relations 		
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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)

- **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)

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
Julie Staton	Head of Commissioning, Adults and Health	30 January 2018
Date screening completed		30 January 2018

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: 13 March 2018
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: