

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 or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Adults & Health	Service area: Integrated Commissioning
Lead person: Kate Daly	Contact number: 0113 3786027

1. Title: The Enhance Programme 2024 - 25

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

This is a screening assessment of the continuation of the Enhance Programme, a grant funding initiative administrated by Leeds Older People’s Forum (LOPF), for the provision of third sector services to link with the NHS Neighbourhood Teams and support people to regain independence following hospital discharge.

The £800,000 grant fund is being provided by Leeds NHS Community Healthcare Trust (LCHT) (£800,000). This has been reduced by £98,000 due to non-recurrent council funding being no longer available.

3. Relevance to equality, diversity, cohesion and integration

All the council’s strategies and policies, service and functions affect service users,

employees or the wider community – city wide or more local. These will also have a greater or 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**.

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)

The £800,000 funding will be distributed by the LOPF to the existing third sector delivery partners of the Enhance programme. The aim of the programme is to support safe and sustainable discharge from hospital and neighbourhood teams into a secure home

environment and to link neighbourhood teams with third sector organisations to avoid both delayed discharges and readmissions. The delivery partners mainly work with older people.

The Enhance Programme aims to provide responsive home-based, person-centred, coordinated care and helps people to increase independence and reduce dependency on health services.

- **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 reduction in funding for 2024-25 has been communicated early to LOPF enable them to plan service delivery according to the funding envelope, and minimise impact (especially on the more deprived and diverse communities).

A test and learn ethos is embedded into the programme with delivery partners being encouraged to learn from each other and disseminate best practice and new ideas cross the city.

Demographic data of service users including age, ethnicity, disability and sexuality is being collected and collated by LOPF. Quantitative and qualitative performance information is being reported to the programme's steering group (which includes LCC Adults & Health Commissioning and Public Health representatives). This will allow the steering group to have oversight of the diversity of the people who have benefited from the support and provide the intelligence needed to direct service delivery partners accordingly.

- **Actions**

(think about how you will promote positive impact and remove/ reduce negative impact)

The test and learn approach and data/feedback collected during the life of the Enhance programme will help to identify where delivery partners are engaging with the more deprived and diverse communities. Best practice will be identified by LOPF and the programme steering group and will be shared with the wider third sector.

Delivery partners of the Enhance Programme will continue to submit quarterly monitoring reports focused on their learning and outcomes. They will also continue to take part in regular contract meetings with the LOPF contact managers and attend regular sessions to share their learning with the programme team and other partners.

LOPF continue to gather case studies of Enhance Programme service users to demonstrate the impact of having access to wraparound service, and these will be used to continually improve the work.

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
Date screening completed		22.02.24

7. Publishing	
<p>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.</p> <p>A copy of this equality screening should be attached as an appendix to the decision making report:</p> <ul style="list-style-type: none"> • 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. <p>Complete the appropriate section below with the date the report and attached screening was sent:</p>	
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:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: