

# 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: Adult Social Care</b>	<b>Service area: Mental Health</b>
<b>Lead person: Max Naismith</b>	<b>Contact number:</b>

**1. Title:** Agreement between Leeds and York Partnership Foundation Trust and Leeds City Council Adult Social Care under Section 75 of the National Health Service Act 2006, for the integrated provision of adult mental health services

Is this a:

**Strategy / Policy**

**Service / Function**

**Other**

**If other, please specify: Agreement under Section 75 of the National Health Service Act 2006, for the integrated provision of adult health and social services**

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

The Agreement under Section 75 of the National Health Service Act 2006, for the integrated provision of adult mental health services is the product of ongoing service improvement work between Leeds Partnership foundation trust and Leeds Adult social care. This agreement provides a formal structure for further development of this work, outlining the governance of the agreement and establishing an partnership board.

This agreement specifically relates to the powers given enabling one organisation to lead and host the commissioning of another partner and to integrate provision.

### 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)

Leeds City council specialist adult mental health services have been co-located with Leeds partnership foundation trust<sup>1</sup> staff for some years under informal arrangements. In 2010 a project was initiated to develop this partnership. An equality impact assessment was undertaken lead by the Leeds Partnerships NHS Foundation Trust and Adult Social Care Mental Health Partnership Project at this time. This equality impact assessment supported the need to formalise these arrangements to ensure that work could progress.

The consultation and engagement work undertaken to develop that partnership was outlined in the actions of that EIA.

It also identified key areas of mental health need such as

- the under representation of males in access to Occupational therapists and consultant psychotherapists
- The peaks in care spells by age by gender. These show an initial peak at 31-40 years and a further peak at 71-80 years for males and 81-90 years for females.
- The ethnicity profile indicates that BME groups are over represented in inpatient care.
- Mapping of care spells per 1000 population by electoral wards indicated that care spells per population does not necessarily correlate with those expected by socioeconomic predictions.

These are all areas which require further exploration and where appropriate systematic change to address. One aim of the Transformation programme within LYPFT is to eliminate variation by developing ageless care pathways for both inpatients and community based care, another is to ensure that the correct skills mix to deliver equitable service is available in all teams. The implementation of the partnership agreement will give a formal basis on which to develop systems. The governance resulting from the partnership board to be established under this agreement requires formalisation of process and scrutiny around data. Better quality data will facilitate more rapid identification of areas where services are not being offered in an equitable manner.

The Section 75 agreement puts in place the framework for the establishment of a matrix management agreement for Adult social care staff. This will enable streamlining of task allocation whilst enhancing the clarity around professional accountability. A key driver in

<sup>1</sup> In March 2012 Leeds Partnership foundation trust merged with the York foundation trust becoming LYPFT  
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the development of a Matrix management structure has been consultation with staff and unions and has been identified as a more effective means of ensuring cohesion and integration than alternatives such as secondment.

- **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)

- A formal Section 75 agreement is required to underpin the existing levels of informal collocation and to provide the ability to further develop services jointly to ensure that both organisations can respond jointly to changing Health and Social Care policy .
- The Mental Health Services are currently collocated without any formal agreement which contributes to the risk of additional duplication of effort and with less opportunity to maximise efficiencies across both organisations.
- To minimise the risk to the council regarding future financial commitment appropriate clauses have been incorporated to allow for potential changes in future financial years. The Community Care budget will be a standing agenda item at the Partnership Board which will allow both organisations to take a view on the overall financial position and allow for any future efficiency savings.

This screen indicates that there are greater equality risks associated with continuing to deliver these services on an informal partnership arrangement at a time of significant operational change within the NHS and Adult Social Care.

- **Actions**

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

The governance of the agreement is critical to ensure that positive impacts are promoted and negative impacts are removed or reduced. A Partnership Board is being established on a jointly chaired basis by the Deputy Chief Executive of LYPFT and the Chief Officer responsible for Mental Health Services in ASC. This board will have the following responsibilities:

- To receive and request relevant information with regards to reports on the service and progress.
- To monitor and agree resource allocation taking into consideration cost pressures
- Approve changes to the provision of the services
- Consider the risks and benefits of a transition to a fully integrated model of service delivery. (Any further integration would align with complete financial years and would require the agreement of both LYPFT and the council. A variation notice would be agreed prior to implementation.)
- Oversee the performance and quality of service provision against standards
- The board will meet quarterly or by exception, decisions will be by consensus

The implementation of this board therefore enhances the formal scrutiny of all aspects of services delivery including equality characteristics, and is key to ensuring continued improvement in the

equity of provision.

Ensuring that consideration of eligibility for social care support is embedded throughout the pathway and minimising duplication of assessment whilst fulfilling both organisations statutory responsibilities is essential to the ongoing success of the partnership. Under the Transformation agenda, staff will be supported to work in a holistic way considering the individual's health and social care needs in terms of recovery, social inclusion and personalisation. This closer working will enable barriers to access to be minimised.

The service needs to consider that not all social care work presents through secondary mental health services and those presenting through area offices need an equally prompt and smooth service. Under the Transformation programme within LYPFT a single point of access to secondary mental health services has been developed. Adult social care and Leeds community health are currently exploring a Gateway service providing a single point of access to community health and social care services. The formalisation of agreement in place under this agreement enhances the relationship between all organisations, it is important to ensuring improved access to care that interfaces between these are not overlooked.

Consultation has identified that there is the potential for negative impact if a joint information and communication strategy across LPFT and ASC is not implemented. This strategy must ensure that all groups are kept informed of changes.

LPFT and ASC have two separate electronic patient data recording systems; it is proposed that an integrated information governance structure will be implemented to ensure information is cross referenced on both systems. The introduction for this will be within the parameters of the project as a whole.

**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

<b>Name</b>	<b>Job title</b>	<b>Date</b>

### **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.

Please send a copy to the Equality Team for publishing

<b>Date screening completed</b>	
<b>Date sent to Equality Team</b>	
<b>Date published</b> (To be completed by the Equality Team)	