

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: Adult Social Care	Service area: Commissioning
Lead person: Stuart Cameron-Strickland.	Contact number: 2243342

1. Title: Local Account

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify e.g. The publication of a Local Account of Adult Social Care in Leeds

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

The Local Account takes the form of a statement regarding the Adult Social Care in Leeds and outlines the services that are available to all citizens of Leeds. The account also informs the citizens of Leeds regarding what Adult Social Care has done and achieved in the previous 12 months and what priorities have been identified for the next 12 months. Adult Social Care's aim is to ensure the maximisation of positive outcomes of these priorities for citizens of Leeds as that are aspirations that are applicable to all citizens across all groups.

The document in itself will have no direct impact upon the equality strands, it will be made accessible under the standards accessibility protocols, however the priorities outlined are likely to impact differentially upon individuals through out Leeds. Rather than undertake a broad brush equality impact assessment and then have to

undertake more specific assessments. Adult social Care is to rely upon those specific impact assessment which are being undertaken on the individual actions that will contribute to achieving the priorities

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).

Adult Social Care treats all individuals as individuals irrespective of culture, ethnicity, disability assessing their holistic needs, considering no other criteria. The issue of equality is monitored to ensure that we are in fact reaching out to all and that all communities are aware of and are able to access the services available and that no barriers are being put in place. This is supported by developments in our electronic recording systems and equality impact assessment process. In addition quality assurance work includes examining equality issues taking every opportunity to identify and highlight potential barriers,.

This however must be tempered with some caution and the need for a great deal of research in a time of constrained resources. Out of those over 65 receiving ASC 11766 people, 478 are non white individuals with an open case with Adult Social Care these break down into 216 other 213 Black 45 Asian and 4 mixed. Whilst this indicates an under representation this is across all services home care residential etc across the range of issue for all the groups that make up these groups. The impact assessment process ensures that we are aware of these issues top provide information on which to base decisions regarding how we provide or commission services. The use of equality Impact process of assessments and screening tools allow us to identify specific barriers and remove or mitigate as far as possible.

In addition Adult Social Care does fund some universal services to which individuals can self refer without an assessment. Given the present financial climate these services are being very carefully looked at in terms of prevention and reducing the need for assessed services. Often such services provide very specific services for specific groups and as such any changes in these will impact disproportionately on individuals some of whom will also have Facs eligible needs.

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	x	

whom?		
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*)

Adult Social care seeks to provide services on the basis of identified need, hence the issue for Adult Social Care is to ensure that the routes to access these services is fair and equitable and that the services themselves are able to meet those needs in a manner that meets the individuals culture, and ethnicity.

Adult Social Care has chosen to do this via the Equality Impact Assessment process, ensuring that all changes and developments within Adult Social Care's remit are appropriately and proportionately assessed. Such assessment seeks to identify what if any barriers to the service for any specific equality group exist or may be created by changes to policy or services. Following this identification an action plan is created where appropriate to identify what can be done to mitigate or remove those barriers prior to the decision making process. Such assessments are freely available on the Internet for any member of the public to access on the Leeds City Council website.

Consistent issues or issues of concern identified within these assessments can, where necessary, be brought to the attention of the equalities and consultation board and hence to senior managers.

- **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)

Given the unprecedented reduction in funding available equality impact assessments will be key in identifying and mitigating any impacts of these reductions on the citizens of Leeds

There is initial information from some surveys and quality assurance work that there may be an under representation of BME using our services. Due to very small numbers it is proving difficult to identify any specific service area or specific group that this is impacting upon.

• **Actions**

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

Ensure that the equality impact process is applied to all relevant developments across Adult Social Care in an appropriate and proportionate manner.

Where ever possible actions are identified to mitigate or remove identified barriers.

Provide a wide range of methods and corridors via which we can receive information from the citizens of Leeds regarding barriers to accessing services.

Promote feedback and consultation in all its forms in terms of both quality assurance and impact assessment.

Ensure that this Local Account is available in as wide a range of formats languages etc as appropriate.

Ensure that proportionate and appropriate consultation and involvement is undertaken with relevant key stakeholders.

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:	N/A
Date to complete your impact assessment	N/A
Lead person for your impact assessment (Include name and job title)	N/A

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Stuart Cameron-Strickland	Head of Policy Performance & Improvement (Adult Social Care)	31 st October 2012

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

Date screening completed	31 st October 2012
Date sent to Equality Team	
Date published (To be completed by the Equality Team)	12 th December 2012