

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: Performance and Quality Assurance
Lead person: Stuart Cameron-Strickland	Contact number: 22 43342

1. Title: Reform of Adult Social Care and Support.

Is this a:

☒

Strategy / Policy

☐

Service / Function

☐

Other

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

The attached report is to inform members of Central Government's future policy direction for Adult Social Care in England outlined in its White Paper 'Caring for our future: reforming care and support' and in a number of accompanying reports and notices, including a progress report on funding reform, a draft Care and Support bill and a response to the Law Commission's May 2010 report recommending changes in adult social care law. The plans will generate a comprehensive overhaul of social care legislation and further develops national social policy which has been in operation for the last five years.

The local policy for the development of care and support for people with social care needs is substantially aligned to the new national policy direction and it is the transformation associated with these changes that will have potential equality impacts .

At present this report is for information and to inform early outline planning.

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">• 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 documents consulted on by Central Government introduced the requirements for changes in the way care services will be provided to the people of Leeds. For example, placing dignity and respect at the heart of a new code of conduct and minimum training standards for care workers.

Central Government have considered a range impact supported by wide ranging consultations, details available on <http://careandsupportbill.dh.gov.uk/home/> and at this stage it is not clear how these will impact in Leeds, this will only become clear when we begin the process of aligning service provision to the new policy direction.

When the actual transformation work is undertaken the equality impact assessment process will be employed to ensure that any impacts are identified monitored and mitigated against wherever possible

- **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)

Some of the key requirements of these proposed changes are around giving individuals much greater control over how when where and by whom their care is provided. In implementing any future changes these factors will form the core of any equality impact assessment process.

The potential changes are very wide ranging and cover almost all aspects of care provision and thus will require a number of separate and discreet assessments that will be carried out.

- **Actions**

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

The release of the policy documents will not require any major actions at this time, however planning for such changes will be implemented. To ensure we mitigate any untoward impacts during the planning and implementation of the transformation the Equality impact assessment process will be used.

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
Stuart Cameron-Strickland	Head of Quality Performance & Improvement (Adult Social Care)	30 th November 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	30 th November 2012
If relates to a Key Decision send to Corporate Governance	18 th December 2012
Any other decision please send to Equality Team (equalityteam@leeds.gov.uk)	18 th December 2012