

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 & Health	Service area: Joint Commissioning Service for Adults with Learning Disabilities
Lead person: Rachel Angarano	Contact number: 0113 37 89083

1. Title: Leeds Learning Disability Partnership Board Strategy

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The refreshed *Being Me* strategy is the Leeds Learning Disability Partnership Board's plan for the next three years (2018 – 2021). The Leeds Learning Disability Partnership Board members include: adults who have a learning disability, family carers, voluntary organisations, advocates, health professionals and adult social care. The strategy has a clear vision; for Leeds to be the best city to live in for people who have a learning disability and their families.

Every stage of the strategy's development has engaged and involved the people it will more directly affect, namely, adults who have a learning disability and their families.

The strategy's focuses on three key areas that adults who have a learning disability highlighted were most important to them, they are: 'Being Well', 'Being Safe' and

'Being Connected'. After consulting members of the Learning Disability Partnership Board, it was agreed to further sub-divide the latter area into 'Social,' 'Travel' and 'Employment'.

Accordingly, any activities undertaken to support or implement this refreshed strategy will be subject to equality impact screenings or assessments.

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?		*
Have there been or likely to be any public concerns about the policy or proposal?		*
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		*
Could the proposal affect our workforce or employment practices?		*
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 	*	

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 strategy was co-produced by members of the Leeds Learning Disability Partnership Board, who include: adults who have a learning disability, family carers, voluntary organisations, advocates, health professionals and adult social care.

Ideas for the strategy came from groups including: the Leeds Learning Disability Partnership Board, the Carers' Reference group, Leeds Learning Disability People's Parliament, Forum Central and the Strategy Co-Design Team (made up of a group of people who have a learning disabilities with specialist accessible design support).

We held a number of special strategy workshops, some of which were attended by over 50 professionals, carers and people who have a learning disability from Leeds, these included:

- 26th September 17: Learning Disability Partnership Board, to discuss the main issues and priorities to focus on over the next 3 years.
- November 17: Leeds Learning Disability People's Parliament, to discuss the main issues and priorities to focus on over the next 3 years.
- December 17: Carers' Reference Group, to discuss the main issues and priorities to focus on over the next 3 years
- 13th December 17: Learning Disability Partnership Board, to discuss some possible actions and who could help us with them
- 22nd February 18: Strategy Co-Design Team Away-Day, to discuss the strategy's design and layout
- 13th March 18: Learning Disability Partnership Board, to discuss the final content for the strategy and make sure everyone is happy with it.

For extensive coverage of this consultation process, please refer to the accessible *Consultation Paper - Learning Disability Partnership Board Strategy 18-21*.

• **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)

As the strategy is devised by and in consultation and collaboration with the people benefiting from it, it is solely and exclusively for the universal benefit of its target audience. It is as inclusive and equitable as possible. The strategy will be presented at the Leeds Learning Disability Partnership Board on March 16th 2018 to ensure that the key stakeholders are happy with the final document.

• **Actions**

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

So far the strategy has been widely received and seen as valuable by its service users and those who support them. Where constructive feedback is identified we will take the points on board and look at how we can address these concerns as far as is possible.

Any projects, decisions or changes to services will have an appropriate equality screening or impact assessment during the planning and implementation.

The strategy will be subject to a range of equality monitoring in order to indemnify both adverse impacts or barriers and good practice.

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
Janet Wright	Joint Commissioning Manager Joint Commissioning Service Adult Social Care	20 th February 2018
Date screening completed		21 st February 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: 22 nd February 2018
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent: N/A
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: N/A