

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 and Health	Service area: Commissioning
Lead person: Lisa Keenan	Contact number: 0113 378 3845

1. Title: Integrated Market Position Paper

Is this a:

- Strategy / Policy**

 Service / Function

 Other

If other, please specify

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

Leeds has had a Market Position Statement (MPS) in relation to the adult social care market in place for a number of years now. The current iteration was first published in 2015 (and updated annually) but it is now due for a more comprehensive refresh. Since the current document was first published things have moved on significantly, with increased integration of commissioning across health and care and the development of the Leeds Health and Care Plan which sets out how we will deliver the ambitions set out in the Health and Wellbeing Strategy. This document is the new Integrated Market Position Statement that reflects not just the adult social care market but the wider health, care and support market in Leeds, including children’s services and public health. The aim of a Market Position Statement is to summarise supply and demand in a local authority area, and signals business opportunities within the care and support market in that area. They were introduced as part of the Care Act (2014) market shaping duties for local authorities but are a starting, rather than the end point for

market facilitation.

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)

This document sets out our commissioning intentions to the market as a whole and how we work. The document does not propose a change of working, as such, but brings together information from a range of sources to one place that is easy to access for new and potential providers. Within the document it reference the evidence base that informs service development, this section includes information about people from protective characteristic groups like BAME and women and the need to plan services and support accordingly.

- **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 document will have a positive impact on people from protected characteristic groups as it addresses how we plan to meet future needs and work in a way that improves the health of the poorest fastest.

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

The use of this document will give clarity to our approach to equality and diversity. It states our preference to work with providers who are good employers and offer opportunities to people who are often excluded from the job market.

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

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.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screening's should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed	
---------------------------------	--

If relates to a Key Decision - date sent to Corporate Governance	
---	--

Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	
--	--