

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 or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Children and Families	Service area: Adoption England
Lead person: Catherine Henderson	Contact number: 0113 378 5430

<p>1. Title: Grant Agreement for the development of The Black Adoption Project</p> <p>2.</p> <p>Is this a:</p> <p> <input type="checkbox"/> Strategy / Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> Other </p> <p>If other, please specify</p>
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<p>2. Please provide a brief description of what you are screening</p> <p>This screening concerns the award of a contract to Mott McDonald Limited using DfE grant funding to support the work of Adoption England.</p> <p>The contract with Mott McDonald will provide essential support for the development and delivery of pilot projects to test ideas to make better use of the Adoption and Special Guardianship Support Fund (ASGSF) to deliver therapeutic support in a more efficient and effective way. This contract will ensure there are systems, processes and guidance in place to support the design, application and delivery of the pilots. Mott McDonald are contracted by the Department for Education (DfE) as the delivery partner to manage the ASGSF. They are therefore an essential partner in the work to test ideas for developing the funds.</p> <p>The need for the pilots stems from Adoption England’s strategic objective to provide</p>
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adopted people, and their families tailored help and support when they need it. The proposed changes will enable Regional Adoption Agencies (RAAs) to develop services that encourage prevention and early support helping to build firm foundations for good family life for all their families in the region.

The changes will address the criticism of the ASGSF not delivering therapeutic support in a timely way and also “de-skilling” adoption support and special guardianship staff who are spending more of their time assessing against the ASGSF criteria and completing and managing ASGSF applications. Social workers will be able to use the full spectrum of their skills to assess the needs of the children, to work with other professionals and parents to create an adoption support or special guardianship plan and to be part of delivering the support to families.

The pilots will allow the teams to recruit and retain staff and to develop partnerships with health partners and VAA’s and external providers with the aim of improving pathways for children and young people to access support and improve the quality, availability and timeliness of the assessments, providing a better understanding of need. The involvement of in-house teams in delivering and reviewing the delivery of interventions would help to build more comprehensive knowledge of what works and identify and resolve problems at the earliest opportunity, whilst also providing more of a mixed market in provision.

The pilots will test the viability of pan-regional commissioning, which most of the RAAs view as a direction of travel to achieve sustainability, consistency and quality of adoption support services. The pilots will provide funding to enable the RAAs to develop services and strategic commissioning on a wide geographical footprint and test the impact on outcomes and value for money. The pilots will offer an opportunity to measure the impact on the use of fund, and whether a universal service offer lowers demand for ASGSF-funded services in the long-term.

3. Relevance to equality, diversity, cohesion and integration

All the council’s strategies and policies, service and functions affect service users, employees or the wider community – city wide or more local. These will also have a greater or 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?		x
Have there been or likely to be any public concerns about the		x

policy or proposal?		
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 proposal provides strong support for the refreshed Children and Young Peoples Plan and the Council's ambition to be a Child Friendly City. The outcomes delivered through this contract will contribute to a number of the outcomes and priorities within the plan, including the outcome to ensure all young people are safe from harm and the priority to help children live in safe and supportive families.
- This proposal also supports the 2020-25 Best Council Plan priority to make Leeds a Child Friendly City where families are supported to give children the best start in life.
- The award of this contract will have a positive impact in respect of equality and diversity in that it will advance equality of opportunity for children that are looked after.

<ul style="list-style-type: none"> • 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) <p>See above</p>
<ul style="list-style-type: none"> • Actions (think about how you will promote positive impact and remove/ reduce negative impact)

<p>5. If you are not already considering the impact on equality, diversity, cohesion and integration you will need to carry out an impact assessment.</p>	
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)	

<p>6. Governance, ownership and approval Please state here who has approved the actions and outcomes of the screening</p>		
Name	Job title	Date
Sarah Johal	Adoption England Strategic Lead	
Date screening completed		18/10/2024

<p>7. Publishing</p> <p>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.</p> <p>A copy of this equality screening should be attached as an appendix to the decision making report:</p> <ul style="list-style-type: none"> • 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.
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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:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: