

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: Public Health (on behalf of Environment and Housing)	Service area: Strategy and Commissioning
Lead person: Tracey Phillips	Contact number: 24 76734

1. Title: Commissioning a new model for the delivery of Housing Related Support services		
Is this a:		
<input type="checkbox"/> Strategy / Policy	<input checked="" type="checkbox"/> Service / Function	<input type="checkbox"/> Other
If other, please specify		

2. Please provide a brief description of what you are screening
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The report that this EDCI screening relates to updates Executive Board on the current strategic review of commissioned Housing Related Support services and progress towards developing a new model for the city. It also requests input and guidance from Executive Board on the model and forward work programme.

Following work to date, the report outlines the key features and principles of the new model. These will be developed further into specific recommendations for future re-commissioning/re-contracting and potentially decommissioning. These will be significant operational decisions taken by the Director of Environment and Housing using his delegated authority.

The housing related support services will be delivered across the city, but will aim to meet the specific needs of some of the most vulnerable residents e.g. homeless, rough sleepers, older people, those with mental health issues. As such equality and diversity issues are central to both the review and the delivery of these services.

Equality and diversity has been and will continue to be considered and addressed through the review analysis and in the development, procurement and contracting of the new model:

- Review analysis includes client data (equality characteristics);
- Analysis of current properties within the provision and their accessibility;
- Stakeholder, provider and service user consultation addressed access to services (including accommodation), barriers and ability of services to meet needs (personal support needs and cultural, language etc.);
- Extensive consultation with a wide range of client groups has occurred and will continue;
- Specifications will directly address equality issues;
- Evaluation processes will assess providers ability to meet EDCI requirements;
- Ongoing monitoring of equality considerations through the contract management and quality processes for the housing related support programme.

Equality, diversity and cohesion issues are embedded and central to most of the key principles of the new model e.g. flexibility, access, restorative practice, responsive, person-centred. This will drive the further development of the model and subsequent recommendations relating to re-commissioning / re-contracting / decommissioning.

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)

- **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)

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

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:	A full impact assessment will be undertaken on the commissioning and decommissioning recommendations made as a direct consequence of this report.
Date to complete your impact assessment	November 2015 and prior to any decision making by Director of Environment and Housing
Lead person for your impact assessment (Include name and job title)	Tracey Phillips, Programme Leader

6. Governance, ownership and approval

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

Name	Job title	Date
Julie Staton	Head of Commissioning	22/09/2015
Date screening completed		22/09/2015

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:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: