

# Appendix 1

## 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.

<b>Directorate: Children's Services</b>	<b>Service area: Learning for Life</b>
<b>Lead person: Vanessa Broadbent-Lucas</b>	<b>Contact number: 2475456</b>

### 1. Title: Head of Commissioning and Market Management

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

A waiver of contract procedure rules is required in order to award a contract to the provider of the current solution, preparation for childbirth and beyond @National Childbirth Trust, in-line with LCC requirements, and award a 12 month contract for delivery of service from 1<sup>st</sup> April 2017.

The National Institute for Health and Clinical Excellence (NIHCE CG110) has highlighted refugees and asylum seekers as an especially vulnerable group in their maternity care policies.

Many asylum seekers arrive in the UK with poor health, having fled war and violence in their own country. Many have underlying health problems stemming from undiagnosed conditions in their home countries and the effects of torture, sexual violence or Female Genital Mutilation (FGM), which could affect their pregnancies. All of these factors can put them, and

their babies, at particular risk during pregnancy and beyond.

However, poor outcomes are not only experienced by asylum seekers and refugees but by Black and Minority ethnic communities more widely in the UK. For example, national evidence suggests that mothers of black ethnic origin are 2.1 times more likely to have a stillbirth and 2.4 times more likely to have a neonatal death than mothers of White ethnic origin. Similarly, mothers of Asian ethnic origin are 1.6 times more likely to have a stillbirth or a neonatal death than mothers of White ethnic origin (CEMACH, 2009).

The arrangement with National Childbirth Trust to provide a service to support this client group runs out on 31<sup>st</sup> March 2017 and LCC wants to commission a further 12 month with the option to extend for another 12 months to continue the service.

This will afford service leads the opportunity to review the programme and service model for effectiveness against needs.

### 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?		
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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>	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).

The need for this provision has been identified by Public Health and Learning for Life colleagues in order to support asylum seekers, refugees and BME mothers and families and improve the health and well-being of service users.

- **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:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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#### 6. Governance, ownership and approval

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

Name	Job title	Date
Vanessa Broadbent-Lucas	Early Start Manager	13/01/2017

#### 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

<b>Date screening completed</b>	16 <sup>th</sup> January 2017
<b>Date sent to Equality Team</b>	1 <sup>st</sup> February 2017
<b>Date published</b> (To be completed by the Equality Team)	