

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: Adult Social Care	Service area: Commissioning
Lead person: Tim Sanders	Contact number: (37) 83853

1. Title:

Day services for younger people with dementia: extension of contract, authority to procure, application of charging policy, and changes to service specification and location.

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

This EID&C screening covers the impact of the recommendations for the commissioning of day services for younger people with dementia, submitted to the Adult Social Care Delegated Decision Panel (DDP) on 15th February 2017. This report follows consultation meetings with people using the services and carers. In particular, potential adverse impact is a concern from the following recommendations:

- to change the day centre venue;
- to apply the Council's eligibility and charging policy to services which have previously not been in its scope;

The following recommendations represent a change from the original proposals and are intended to address concerns about adverse impact:

- to continue purchasing 1:1 outreach support as part of a block contract, rather than relying on Direct Payments and purchasing from care agencies.

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?	✓	
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)

- Dementia is caused by medical conditions which affect the brain, and leads to physical and intellectual disability.
- The population of younger people living with dementia is becoming more diverse, especially as more BME people reach late middle age.

- Men and women are equally likely to be affected by dementia in middle age, and to become a spouse carer. There is evidence that women are more likely to take on some aspects of caring roles.
- Comp[ared to most people with dementia, this group are at a different stage of life, with implications for eg. employment, family and social roles.
- People who use the day services and carers have been invited by letter to meet with the Commissioning Manager, Dementia, and a manager from the provider (Alzheimers Society). Twelve meetings have been held to explore the impact of the proposed changes.

- **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)

- Younger people with dementia and carers have often had to give up work, and have worries about finances and managing through retirement. Even those with assets / capital tend to have lower income. Some individual situations are complex, for people who have little time and energy to spare in the caring role. Introduction of charging policy is a concern for people, and feels unfair and intrusive.
- The 1:1 outreach provision is a specialist service that can meet a range of needs, including people who are aggressive and aren't suitable for a day centre. People who have this service alongside other care agencies or direct payments, point to its advantages.
- Moving the day centre to another venue is a concern for some carers who feel it could be disorientating, given the effects of dementia. The majority view is that something that works well shouldn't be changed, with one person with dementia feeling that it might be an opportunity to improve things, and one carer saying that their spouse would probably get used to the change.

- **Actions**

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

- The recommendation to apply charging policy has been amended to allow for a staged approach for people using the services already. This is to allow time for people to seek advice, consider options and adapt to the change. The alternative, of keeping the services outside charging policy, is not the preferred option because inconsistency between this service and other provision would continue.
- The recommendation is for block purchase of 1:1 support to continue. This will sustain a specialist provision. It may reduce choice and diversity of provision, but there are already younger people with dementia using direct payments, so alternatives do exist. An approach will be encouraged for the service provider to hold 'individual service funds' and thereby offer more flexibility of provision.
- The recommendation is to move the day centre, and to manage the risks of disorientation by involving people and carers in the move eg. design and decor of the new space, and offer individual support according to needs. The new premises are purpose-built for day care and has some advantages compared to the current location.

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
James Woodhead	Interim Head of Commissioning (Integration)	

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	8 th February 2017
If relates to a Key Decision - date sent to Corporate Governance	
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	n/a