

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: Performance
Lead person: Stuart Cameron-Strickland.	Contact number: 83898

1. Title: Local Government Association Peer Challenge Review of the Adult Social Care Directorate's Use of Resources 2016

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

A peer review undertaken by the Local Government Association of the use of resources by the Adult Social Care Directorate for Leeds citizens with care and support needs

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

The Local Government Association (LGA) Peer Challenge Review is a collaborative sector led improvement process. The Leeds review was undertaken at the request of the Director of Adult Social Services. The findings of a peer challenge provide a marker of progress on the council's improvement journey.

The actions and developments alluded to in this report will all be the subject of specific due regard to equality assessments.

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?		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)

The Adults and Health Directorate provides a range of services for adults with care or support needs. In doing so it treats all individuals as individuals irrespective of culture, ethnicity, disability etc. It provides services based entirely upon need assessed or perceived.

Thus the issue of equality is important for monitoring that we are in fact reaching out and that all communities are aware of and are able to access the services available and that no organisational barriers are being put in place. We assure this by monitoring the uptake of our services and regularly asking service users carers and other stakeholders what they think and some of the material in the account is based upon that information

The proposals for actions and activities alluded to in the Use of Resources Peer Review 2016 follow a broad consultation programme including a range of internal and external stakeholders. Activities included:

- interviews and discussions with councillors, officers and partners
- focus groups with managers, practitioners, frontline staff and people using services and carers
- reading documents provided by the Council, including a self-assessment of progress, strengths and areas for improvement

Where proposals represent a change of development in services, these will be subject to a specific equality impact assessments and appropriate consultation and involvement of stakeholders

Adult Social Care utilises the Leeds City Council approach of using the Equality Impact process to demonstrate due regard to equality, ensuring that all changes and developments within Adult Social Care remit are appropriately and proportionately assessed. Such assessment seeks to identify what if any barriers to the service for any specific equality group exist or may be created by changes to policy or services.

Following this identification an action plan is created where appropriate to identify what can be done to mitigate or remove those barriers prior to the decision making process. Such assessments are freely available on the Inter net for any member of the public to access.

• **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 LGA Peer Challenge Review of the Adult Social Care Directorate's Use of Resources 2016 is a process intended to evaluate existing policy and practice and to offer advice to the local authority on how to maximise the benefits from the council's investment in services for people with care and support needs. The report of the Peer Challenge Team consequently identifies a small number of areas where it recommends that the local authority should review its policy and practice.

The report arising from the Adult Social Care 'Use of Resources Peer Challenge' is unlikely to have a differential impact for the different equality characteristics. There are no likely public concerns caused by the production of the document. As it reports issues and information that are already in the public domain, it will not create any differential impact upon how our services, commissioning or procurement activities are organised, provided, and located. It will not create any differential impact upon workforce or employment practices.

- **Actions**

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

It will be necessary to ensure that the equality impact process is applied to all relevant developments across Adult Social Care in an appropriate and proportionate manner.

That where ever possible actions are identified to mitigate or remove identified barriers.

To provide a wide range of methods and corridors via which we can receive information form the citizens of Leeds if they feel there are barriers to accessing services.

Ensure that this Use of Resources Peer Review 2016 is available in as wide a range of formats languages etc as appropriate.

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
Stuart Cameron-Strickland	Head of Policy	17/3/17

	Performance & Improvement	
Date screening completed		17/3/17

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: