

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: Cath Roff, Director of Adults and Health | Contact number: 0113 378 3875. |

1. Title: Refresh of the Adult Social Care Better Lives Strategy

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

The *Better Lives* strategy is the Council’s strategy for people with care and support needs. It was first produced in 2011 when Councils were encouraged to produce a “local account” or annual report on their progress in developing adult social care services in line with national policy.

This is a refresh of the strategy in light of five years passing, a number of major service reviews concluding, a new health and Well-being strategy being published and the introduction of the Care Act 2014, as well as feedback from the citizens of Leeds.

The council maintains continuous engagement with people with care and support needs, carers, Third sector and NHS partners through a number of partnership boards and other fora which continue to inform and shape the strategic development

of services. This strategic dialogue has fed through into the drafting of the refreshed strategy.

The *Better Lives* strategy is shaped around three key themes:

- *Better Lives* through better conversations.
- *Better Lives* through better living.
- *Better Lives* through better connections.

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, 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)

- 1) The *Better Lives* strategy will not in itself lead to any differential impacts for protected characteristics or barriers to accessing services. It is the operational changes to service provision that will be made to implement the strategy where Equality Screening and assessment will be required and where they will be carried out.
- 2) Adult Social Care provides its services based on formal assessment of the specific needs of individuals, the *Better Lives* Strategy will not change this. Any individual who is eligible for services will continue to be eligible for those services.
- 3) The strategy refresh is based upon the information received through the on-going consultation and engagement mechanisms in place that collates the views of all Leeds citizens with relevance to social care.

The information informing the strategy and this screening has come from a number of specific equality impact assessments for example;

- Specific Equality Impact assessment for the Charging Review, with involvement of the service user experience group.
- The Black and Minority Ethnic Day Services consultations.
- Work has also been undertaken with the Leeds Adult Safeguarding Boards citizens' engagement sub group,
- A conference entitled "Dying Matters" looking at end of life care in BME communities has been facilitated by the Adult Social Care Consultation and Engagement team.
- The Black and Minority Community Forum
- Leeds Older People's forum
- A newly formed group for older LGBT people.

- Use has also been made of feedback reports to the Adult Social Care Equality and Engagement Board.
- 4) Leeds Involving People ran a workshop with people who use care and support needs to feed their views into the strategy – particularly on what contributes to a good life
 - 5) The draft strategy was also shared with Forum Central and through them their 300 strong membership of organisations who form the collective voice of health and care Third Sector organisations
 - 6) It has also been to a number of NHS for a including: the Provider Network, Community Links, Leeds Social Prescribing Group, primary care development groups, Health Coaching workshops and Chapeltown Mental health Wrap Around Group
 - 7) The Better Lives Board has also commented and provided feedback. The Board membership comprises cross-party elected members, people direct experience of care and support services and Healthwatch.

All reports and minutes are available from the Adult Social Care Consultation and Engagement team via Richard.Graham@Leeds.gov.uk

During this work People told us that:

- It is sometimes difficult to get good advice and information in order to make an informed decision.
- When we make changes we do not always explain it very clearly.
- People can find it difficult to speak promptly to the person who can help them with their issue and some waiting times at the “front door” were too long.
- People sometimes feel passed around and have to tell their story repeatedly.
- The assessment process tends to focus on the things people can’t do and misses out the things that people can do for themselves or they can do with help from family or friends.
- Our processes are over-bureaucratic and fetter the time staff can spend focusing on solutions.
- We are sometimes too quick to offer the usual menu of services rather than think through more creative but simpler solutions.
- We often get involved too late in a situation which makes it so much harder to find a good solution.

It is to address these issues for all citizens of Leeds that the strategy is being reviewed.

- **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)

- 1) The *Better Lives* strategy itself is not likely to result in any direct equality impacts or barriers to services. It will be the actions and decisions that originate from implementing the strategy, that are likely to have equality impacts, or create organisational barriers to services. Under the Leeds City Council Equality and Diversity policy these actions will all have individual and specific screenings. Any issues identified during the screening, will have full Equality Impact assessments carried out, as appropriate.
- 2) The strategy's key theme is defining what a good life looks like for each individual which will inherently reduce barriers to service access.
- 3) One key issue that has been highlighted and impacts on this strategy is, during conversations with communities a key theme has been to ensure that the strategy is accessible to as many citizens of Leeds as possible, including those whose first language is not English.

- **Actions**

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

- 1) Having listened to this feedback and identified what we need to do to improve social care in Leeds.
 - Our starting point is a firm belief that everyone has strengths, no matter what their current challenges are, and that by focusing on people's strengths as individuals, within their families and as part of their community we can work together to build a better life.
 - Having different conversations with individuals around "what does a good life look like to you" and "how can we work together to find solutions"?
 - Redesigning our "front door" so people can speak to someone who can assist them straightaway, irrespective of whether or not they meet formal eligibility criteria.
 - Positioning our "front door" in lots of different places including community centres, libraries, GP surgeries and community hubs.
 - Ringing people back to check how our suggestions have worked for them and if they haven't then to plan with them again.
 - Thinking about how we can intervene earlier on and who is the best person or partner to do this.
 - Responding quickly in a crisis and sticking closely to people to see them through a difficult time.
 - Making the focus of social work; assessment and review.

- Building much stronger partnerships with primary and community health services.
- Maximising people's independence, recovery and rehabilitation.
- Working closely with partners to ensure no-one goes unnecessarily to hospital or into long term care, especially from an acute hospital bed.

To facilitate these actions Adult Social Care will be undertaking a range of changes to the way in which we provide services.

It is the specific decisions and changes needed to implement the above actions that may create barriers to services or have differential impacts on some sections of the community. It is at this stage that specific equality screenings will be undertaken to identify potential impacts and possible mitigating actions. Where there is a lack of clarity or identified lack of knowledge as to potential impacts a full impact assessment will be undertaken under Leeds City Council Equality and Diversity policy.

- 2) One of the key issues that people told us that applies to this strategy was that when we make such changes we are not always good at explain these changes and a number of useful suggestions were made by some groups that will be to;
 - a) Use plain, simple English. Free of jargon that people whose first language is not English can understand or that can be translated easily.
 - b) Use examples of what changes will look like and example case studies rather than technical descriptions of processes to aid understanding.
 - c) Continuing engagement and discussion with the communities involved, where questions can be explored and answered.
- 3) Through performance monitoring we will continue to monitor the equality characteristics profile of individuals using our services and take action to address any concerns.

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: | Not required |
| 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 |
|-------------------------------------------------|-------------------------------|-----------------|
| Cath Roff | Director of Adults and Health | 24 October 2017 |
| Date screening completed 23 October 2017 | | |

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: |