

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	Service area: Older People
Lead person: Lucy Jackson	Contact number: 07712214794

1. Title: The 'Time to Shine' Project

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify Project/programme plan

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

There are 246,000 older people living in Leeds, of whom around 14,500 are aged over 85. It is estimated that around 15%, or 37,000 older people can be described as lonely or socially isolated, due to factors including fear, living alone, retirement, personal and financial circumstances, the digital divide, public attitudes and ill-equipped outdoor and indoor public spaces.

In early 2013 the Big Lottery Fund introduced its 'Fulfilling Lives: Ageing Better' programme, aimed at reducing social isolation and loneliness amongst older people (defined as 50+). A bid from Leeds, led by the Local Authority, was one of 32 selected from 100 initial applications, to go through to the second round of the programme. A condition of submitting a stage two bid was that it should be led by a voluntary sector organisation and the Leeds Older People's Forum (LOPF), as both the 'local voice of older people' and the Third Sector Older People's Network was identified as the lead organisation.

On 08 September 2014 the city of Leeds was awarded a grant from Big Lottery Fund of £6 million to be spent over six years on measures to tackle issues of loneliness and isolation amongst older people in the city. The aim of the 'Time to Shine' project is defined as ensuring that lonely, isolated people have meaningful opportunities for social contacts which offer them pleasure and purpose in life.

The Time to Shine Project officially started on 1 April 2015. The project is led by LOPF in partnership with a variety of partners including Leeds City Council (LCC).

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 Time to Shine Project is targeting socially isolated older people - a group that is affected by inequalities and overall the project aims to address and improve these.

To focus the project, work was undertaken as part of the bid to consider equality, diversity, cohesion and integration. This was done through the identification of gaps in current service provision and those at greatest risk of social isolation and loneliness. A mixed method was employed, including reviews of local literature, asset mapping by ward and data analysis. Results are outlined in the section below.

Plans are in place for engaging beneficiaries at all levels, for example through governance arrangements, evaluation plans, commissioning activity, and in particular, in engaging with hard-to-reach groups and overcoming communication barriers.

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 project will be targeting those groups identified by the needs assessment as being at high risk of social isolation. The groups of older people identified as 'most at risk' are those:

- Living lives mainly restricted to their homes, through disability, dementia, physical or mental ill-health and caring;
- Coping with the social and emotional void after loss of a partner, friend or role and struggling to emerge from those shadows;
- With specific cultural needs relating to ethnicity, religion or belief or sexual orientation; or
- In poverty.

In particular the programme has some projects specifically focussed on those most likely to experience social isolation within these groups and includes the following specific target groups:

- Older men
- Lesbian, gay, bisexual and transgender older people (LGBT)
- Black and minority ethnic (BME) elders
- Older people with learning difficulties

The project brings those at risk of social isolation together with partner organisations who have experience of working with these groups and are involved in delivery the project.

Actions

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

Delivery partners have been commissioned to provide a range of activities across the city, targeting older people at risk of isolation. Gaps are identified on an ongoing basis in the coverage of these projects in terms of geographical areas and target groups to ensure these are focussed on in the next round of commissioning which runs from October 2017 to March 2018.

A review of the existing projects and the Local Evaluation report for the programme in September 2017 identified the gaps in terms of people not reached so far as being:

- People not able to leave their home (including care homes) environment.
- Black African and Caribbean communities
- Eastern European communities
- Disabled people; with a focus on physical disability, sensory impairment or mental health

To help the programme reach these groups and individuals, targeted project specifications have been developed in consultation. An additional budget has been set aside to undertake research with any groups should gaps remain following the second commissioning round. This will help to better understand the barriers to engagement before commissioning the final projects.

A comprehensive evaluation will be completed (locally and nationally) which will involve a focus on equality and diversity. Older people will be involved in the local evaluation as peer researchers. A 'test and learn' approach is being taken with learning being fed into the project on an ongoing basis to inform the delivery. In addition, findings will be shared with delivery partners and commissioners to influence policy, practice and provision.

Older people are at the heart of the decision making within the Time to Shine Project; the Partnership Board must at all times consist of at least 75% of older people and 50% of the Time to Shine Providers Group must also be older people.

The project will engage with the following numbers of beneficiaries from each of the specific target groups:

- Older men - 2,000
- LGBT older people – 250
- BME elders – 600
- Learning disabled older people - 100

As further insight is obtained from those involved in the delivery of the project actions and activities will be adapted to ensure that positive/negative impacts are addressed.

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
Lucy Jackson	Consultant in Public Health	07/11/17
Date screening completed		07/11/17

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: 09/11/17
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: