

Appendix 3 - 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 or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Adults and health	Service area: Commissioning
Lead person: Michelle Atkinson	Contact number: 0113 378 83848

1. Title: One City Care Home Quality and Sustainability – Quality Standards and Service Specification

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

This assessment is screening the Care Homes Quality Standards and Service Specification with the independent sector care homes for older people.

Care homes provide care and support to individual people who can no longer maintain their independence within their own homes. LCC contracts with 88 independent sector care homes across the city.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies and policies, service and functions affect service users,

employees or the wider community – city wide or more local. These will also have a greater or 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 (Age)	
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 service is currently provided to older people who have identified care and support needs who reside within an independent sector older people's care home.
- During the period of the contract monitoring has been carried out and no barriers to accessing services have been identified.
- To be in a position to deliver the services, the current provider was required to evidence commitment to equality, diversity, cohesion and integration when the services were originally procured and throughout the lifetime of the contract. This applied to all aspects of the service, including recruitment and working with individuals accessing the services. This will continue in this and future agreements.

- **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 service is for older people who have identified care and support needs. However the service benefits adults of all ages and across a range of need levels. This applies to service users, partners, families and carers. It also applies to staff through the employment opportunities present within the existing contract.
- The service provides the opportunity for developing community cohesion. This is through strengthening connections with local community groups and schools. It can also take place through the employment opportunities presented by this contract.
- The importance of emphasising diversity and inclusion in contracts is recognised and a number of quality standards have been co-produced with providers to ensure that this area has been included within the quality standards framework. This would then provide the information for the service provider to address any inequalities or under representation. Part of this is to ensure monitoring addresses a range of protected characteristics, as identified in the Equality Act 2010.
- For LA funded placements the process to access the service is through Adult Social Care via the assessment process, which operates in mind of equality, diversity, cohesion and integration to ensure that needs are met in a manner appropriate to the needs and wishes of the individual. The care home service specification and the quality standards framework ensures these principles are reflected in recruitment processes by emphasising the importance of an open and fair approach to recruitment.

<ul style="list-style-type: none"> • Actions (think about how you will promote positive impact and remove/ reduce negative impact) <p>This contract will continue to be delivered to a service specification and quality standards framework that:</p> <ul style="list-style-type: none"> • Is fair across protected characteristics, including age; assured by continued monitoring • Emphasises a person-centred service; assured by quality assurance process • Requires that the service provider ensures integration takes place with the local community; assured by quality assurance process • Covers equality, diversity, cohesion and integration in relation to both clients and staff; assured by Quality assurance requirements.

<p>5. If you are not already considering the impact on equality, diversity, cohesion and integration you will need to carry out an impact assessment.</p>	
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)	

<p>6. Governance, ownership and approval Please state here who has approved the actions and outcomes of the screening</p>		
Name	Job title	Date
Michelle Atkinson	Commissioning Manager Adults and Health	15.12.17
Date screening completed		15.02.18

<p>7. Publishing</p> <p>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.</p> <p>A copy of this equality screening should be attached as an appendix to the decision making report:</p>
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- 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: