

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: Fee uplift for the independent sector care homes for older people in Leeds.

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 request to approve a fee uplift for 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 contract with 86 independent sector care homes for older people 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
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 proposal is to uplift the current fee level for the period 1st April 2018 – 30th June 2018 and then adjust the fee level at the commencement of the new contract which will come into effect on 1st July 2018. There will be a small reduction in the fee that is paid for the enhanced level as we level out the fee to a flat rate for all care types.

Stakeholders have been consulted about the proposed fee uplift.

No impacts on service users from the changes to these fees have been identified . The negotiation and preparatory work were carried out using standard Leeds City Council policies and procedures which have themselves been Equality Impact Screened.

All care home providers are by law required to be registered with the Care Quality Commission (CQC) who undertake inspections of the care homes against comprehensive fundamental standards to assure quality including equality and diversity.

The fundamental standards set out a set of key quality criteria that apply to all service providers in ensuring service users receive a safe high quality service.

The Fundamental Standards specifically require service providers to carry out a holistic person centred assessment prior to offering a place to a service user. There is a legal requirement to ensure that they (the service provider) can meet all of the identified needs and personally identified outcomes of the service user. This must include any such needs deriving from protected characteristics. This ensures that the provider has the resources including staff with the skills, knowledge and experience to ensure both needs and personally identified outcomes can be successfully met.

CQC are required to undertake Human rights and equality impacts assessments and these can be found at:

<http://www.cqc.org.uk/about-us/our-strategy-plans/equality-human-rights-impact-assessments>

In addition our own in house Quality Standards will apply.

CQC and Healthwatch enter and view reports will form part of our monitoring as will complaints and compliments reports a

[This indicates that a full equality impact assessment is not required.](#)

- **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)

No differential impact has been identified, this work is regarding a fee uplift and will apply across all providers procured by LCC. As noted any person accessing such care services will have undergone an assessment process to ensure all needs are met in an appropriate manner.

- **Actions**

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

Continued monitoring including reports by CQC, Healthwatch and our own in house quality monitoring and complaints and compliments will be used to provide assurance that no unintentional barriers to access have been created n.

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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
Mark Phillott	Head of Contracts and Business Development	11 th April 2018
Date screening completed		

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: 15.11.17
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: 15.11.17

