

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: Commissioning
Lead person: Emma Carter	Contact number: 3783926

1. Title: Authority to procure a third sector health & social care infrastructure forum service to commence from 1st April 2019

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The screening regards the re-commissioning of the Health and Social Care infrastructure forum support service for third sector organisations delivering health and social care outcomes in Leeds, with a particular focus on mental health, older people, physical or sensory impairment and learning disabilities.

The Forum will operate on a membership basis and members will actively be engaged in the delivery of the service, including in its governance and strategic decision making. Specific activities to be delivered as part of the service include:

- Providing information to members regarding relevant strategy, plans and policies that will have an impact on the sector;
- Representing members on strategic boards and forums as appropriate;
- Feeding in members' views into commissioning, consultation and planning processes;
- Providing appropriate support to the sector including sharing good practice and ensuring members are linked into the resources available to them; and

- Facilitating partnership working and networking amongst members.

The new contract for the service is expected to commence on 1st April 2019 for a period of five years.

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 and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

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 service in scope of this assessment is an infrastructure support service targeted at third sector organisations delivering health and social care outcomes in the city. Therefore, the main beneficiaries of the service are third sector organisations. However, as the aim of the forum is to support these organisations to have a voice in the city, influencing health, social care and wellbeing plans and strategies and to share good practice amongst the sector, it is anticipated the service will ultimately benefit people with care and support needs who receive support from these organisations.

Therefore the main consideration in regards to equality, diversity, cohesion and integration is in regards to the third sector organisations that are members and supported by the Forum. Third sector organisations that benefit from the support provided under the current contract were consulted as part of the re-commissioning process.

- **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)

We know from feedback from the sector, carried out when the current contract was commissioned, that smaller organisations, particularly those that have no or few paid staff, BME organisations and organisations that focus on supporting specific equality groups, user led organisations or that support the integration of new migrants in the city would benefit the service offered through a joint health and social care forum as it enables smaller organisations to be linked into, and navigate, the different strategic and planning forum in the city. It also offers a mechanism for smaller organisations to feed in issues that are impacting on the people that they support in to commissioning and strategic plans.

Monitoring information from the existing contract has identified some good practice in regards to supporting smaller organisations and building the capacity of third sector leaders to represent the sector at a strategic level. This will be built on in the specification for the new service.

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

The above issues outlined under the previous section have been addressed with the specification for the new service and will be monitored accordingly. The successful provider will be required to carry out equality monitoring of its membership, capturing

details regarding members that primarily work with/support BME communities etc.

The current specification also has in it a requirement for the service to proactively engage and provide support to smaller and community based third sector organisations that often do not have the capacity to engage with forums through traditional methods (such as attending events or meetings) and facilitate larger third sector organisations providing support to smaller member organisations (e.g. through mentoring, developing consortium for funding/commissioning). This will be retained in the new specification.

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	
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
Caroline Baria	Deputy Director, Integrated Commissioning	30/07/18

7. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screening's should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed	
If relates to a Key Decision - date sent to Corporate Governance	
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	