

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: A&H	Service area: Integrated Commissioning
Lead person: Caroline Baria	Contact number: 0113 37 83884

1. Title: To seek a waiver of Contract Procedure Rules to enter into a contract with 'Community Catalysts' to pilot the development of micro-enterprises for the delivery of home care services

Is this a:

☐

Strategy / Policy

☒

Service / Function

☐

Other

If other, please specify

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

At a time of increasing demographic pressures of an aging population, home care providers both nationally and locally are finding it difficult to provide sufficient capacity to deliver the required volumes of home care services. This is, in the main, due to the challenges of recruiting and retaining sufficient numbers of care workers.

The 12 home care providers on the Council's home care Framework continue to experience difficulties particularly in retaining care workers. This is despite the significant fee increases applied to home care providers to enable them to improve care workers' terms and conditions of employment and pay rates in accordance with the Unison Ethical Care Charter.

As such, consideration is being given to opportunities to test new models of home care service provision. One of the options that is being considered is to support the

development of micro-providers and individual self-employed care workers who are able to provide a personalised care and support service, based on the delivery of outcomes, to people to enable them to remain living independently in their own homes.

The micro-enterprise model has been developed in various parts of the country to provide befriending and social activities but the model has not generally been extended to the delivery of home care. The expansion of micro-enterprises for home care will result in the delivery of highly personalised and sustainable care and support to individuals by building strong links with existing local community organisations and support networks.

A waiver of Contract Procedure Rules (CPRs) 9.1. and 9.2 is sought in order to award a contract to a Community interest Company, 'Community Catalysts' to run a pilot to be test and develop this new model of home care service provision in Leeds.

One of the key aims of testing and developing the Community Catalysts model of service is to ensure services are provided in a timely way and are accessible to people who currently often have to wait for significant periods of time before home care services can be arrangements for them. This includes people who live in more rural parts of the city or those people who have very specific needs.

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 	x	

- | | | |
|--|--|--|
| <ul style="list-style-type: none"> Fostering good relations | | |
|--|--|--|

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 purpose of piloting this new model of home care delivery is to ensure that people are able to access the care and support that they need in a timely way. There is limited capacity of the current home care providers, and their available capacity is targeted at people who are in hospital and awaiting a supported discharge. As such, many people who are at home and have been assessed as requiring home care are having to wait, sometimes for lengthy periods of time before a home care service can be put in place for them. This delay is particularly impacting on those people who live in the more rural parts of Leeds. The aim of this new model of service is to tap develop small localised services from within people's local community.

The development of the micro-enterprise model of service for the delivery of home care will have the benefit of being highly personalised and outcomes-based in that the specific services requirements will be developed in agreement with the person requiring the care and support and their family/informal carers. This again will enable people with very specific needs will benefit from a tailored service.

- 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)

This service will in the main be provided to older people with long term conditions, and people with disabilities, who require support with their personal care to enable them to remain living independently at home.

- **Actions**

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

An evaluation will be undertaken of the pilot to evaluate the extent to which local people with health and care needs have benefited from the service provided. This evaluation process will help inform future commissioning decisions about the different models of home care services and different contractual arrangements required to ensure that good quality, personalised care and support services are made available to people in a timely way, to support them to continue living independently in their own homes.

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:	
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	3 August 2018
Date screening completed		3 August 2018

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: