

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: Public Health
Lead person: Lynne Hellewell/Alice Stockwell	Contact number: 0113 3786042/0113 3786063

1. Title: Inclusion of existing services for: drug and alcohol activity and medical costs; enhanced needle exchange provision; existing residential detox programme; and the re-instatement of the personalisation budget, in the contract held with Humankind for the Community Drug and Alcohol Prevention, Treatment and Recovery Service

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The decision to vary the existing contract held with Humankind for the Community Drug and Alcohol Prevention, Treatment and Recovery Service to include existing services for, drug and alcohol activity and medical costs to continue ongoing delivery (£245,000 per annum); enhanced needle exchange provision to support harm reduction (£40,000 per annum); existing residential detox programme (£180,000 per annum) and the re-instatement of the personalisation budget in order to tailor treatment to vulnerable patients including supervised consumption at home (£18,720 per annum). These annual amounts will be valid for the entirety of the contract, including extension provision. This variation to the existing contract held with Humankind is the subject of this screening.

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 Positive impact	
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 Positive impact	

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)

In 2014 the contract for delivery of a combined drug and alcohol prevention, treatment and recovery service for adults, children and young people in Leeds was awarded to Humankind with the new service commencing on 1 July 2015. The service (known as Forward Leeds) is delivered by Humankind in conjunction with consortium partners Barca, St Anne's, and Leeds and York Partnership Foundation Trust with the involvement of a number of GP practices across the city. Associated with the delivery of this service are a number of items of expenditure which are essential components of the service which are paid for separately by the Council. Now that the service has been operational for a period of 3 years, anticipated levels of annual expenditure have been reasonably established for inclusion within the contract for the delivery of a combined drug and alcohol prevention, treatment and recovery service for adults, children and young people in Leeds. The forecasting of budgets for these items has involved discussions with and the provision of information from Humankind and their delivery partners as appropriate.

In 2017/8 there was an increase in presentations to Forward Leeds for support with injecting drug use. The amount of people receiving treatment for injecting drug use rose to 776 during that year and this is expected to increase further in 2018/9. These are injecting users who have chosen structured treatment, but in addition to this Forward Leeds is seeing increasing numbers of people who are engaging with needle exchange programmes but who have not yet chosen to enter treatment. There is also a cohort of people who are injecting substances who are not in touch with any services. On 26 June 2018, representatives from the Cleaner Neighbourhoods Team, Waste Collection, City Centre Cleansing and Enforcement Team, Forward Leeds, Public Health and the Adults and Health Commissioning Team attended a meeting to discuss the issue, gaps in the current service, and to jointly develop a proposal for working together which would enhance the current provision, contribute to the reduction of needle waste in the city and reduce the risk of future needle stick injuries. The increase in needle exchange provision to address the issue of the amount of drug related litter being reported across the city is considered essential due to the public health risk, the reputational risk to both Leeds City Council and Forward Leeds, and the need to make sure Leeds is a safe place for all its citizens and communities.

Supervised consumption is a key part of treatment for opiate substance misuse. Any temporary break or long term cessation can result in delayed or unsuccessful completion of treatment. It also increases the risk that the client will take illicit substances which could further harm their health and result in increased GP visits or hospital admissions as many of the clients who require the service at home have chronic conditions which would

be exacerbated and require medical attention. For those with terminal conditions, being able to continue receiving supervised consumption is important in terms of the associated harm reduction benefits and ensuring they receive quality end of life care. A review of supervised consumption took place in 2018. The review highlighted that Forward Leeds have a small number of clients (circa 10-12 at any one time) who require treatment for opiate addiction at home because of disability (e.g. double leg amputees), chronic illnesses such as COPD (some are end of life) or as a short term measure while recovering from an acute condition. Re-instatement of the personalisation budget to tailor treatment to vulnerable patients will allow Forward Leeds to take responsibility for all arrangements between the pharmacist and the client for the provision of supervised consumption in the home including appropriate quality assurance and the management of risk associated with home visits. Forward Leeds has already established a good working relationship with Living Care pharmacy and would look to continue this. Checks have been made to ensure CRB checks and Standard Operating Procedures are in place. Ensuring continuity of provision will ensure that this vulnerable client group continues to have access to safe and effective drug treatment services in accordance with recommended best practice for safe and effective treatment as set out in the Department of Health's Drug Misuse and Dependence: UK guidelines on clinical management (updated 2017).

In 2017/18 Humankind assumed responsibility for managing the Residential Detoxification Treatment Service and ensuring that it was used to support those clients who most benefit from residential detox treatment. Residential detox remains an integral element of the overall Forward Leeds 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)

Drug and alcohol activity and medical costs to continue ongoing delivery are considered essential components for delivering quality drug and alcohol service provision that is safe and effective. The effectiveness of drug and alcohol services across Leeds would be adversely impacted without these aspects of service provision, especially in relation to broadening access to care through GP practices and providing effective treatment and preventative measures across the service.

Positive Impact of Enhanced Needle Exchange Provision:-

Forward Leeds:

1. Will be able to enhance the current offer of picking up disposed needle waste in the city by aiming to collect them within the hour.
2. Has the specialist knowledge to collect all waste associated with drug use and not just needles.
3. Will be able to collect waste from private land – something that would be particularly welcomed by businesses. Collection of needle waste will be done in tandem with any enforcement action that LCC is undertaking, increasing public safety while this process is taking place.
4. Will give Forward Leeds the opportunity to engage positively with local businesses

and communities affected by needle waste and provide reassurance that action is being taken.

5. Will be able to develop relationships with the needle exchange pharmacies and deliver concentrated training to upskill pharmacy staff and increase understanding around the importance of needle returns.

6. Will be able to deliver brief interventions (as well as reaffirm messages around the importance of safe needle disposal) to service users present when they are cleaning sites. This would bring opportunistic interventions which are currently missed in the city and therefore hopefully increase the number of people entering the service. It is an excellent opportunity to engage with people who would otherwise not approach Forward Leeds for support.

7. Will be able to build up a useful intelligence map (that both complements intelligence held by the Cleaner Neighbourhoods Team and draws upon it, as well as something that will be shared with them) of where equipment is being discarded, enabling the Harm Reduction Team to target certain areas for outreach work and be proactive at going out to those spots.

8. Will be able to empty the bins, and record and monitor the contents in order to determine how they are being used and if they are in the right locations (or need to be moved).

9. If sex related litter is present this will also be cleaned up. Forward Leeds has a close working relationship with both Basis and the Joanna project, so will be able to quickly share information if sex related litter in an area suggests sex work is taking place.

The service users who require supervised consumption at home are some of the most chronically ill and / or disabled service users within the Forward Leeds service who by the very nature of their illness or disability are unable to access the pharmacy based supervision consumption service. Providing supervised consumption at home will ensure this cohort of patients have equal access to clinical provision and enable those who are at the end of life to experience a more dignified death with appropriate care.

Transferring responsibility for managing the Residential Detoxification Treatment service from Leeds City Council to Humankind has made residential detox a more integral element of the overall Forward Leeds service and streamlined the process for allocating funding to clients to access detox treatment. It has enabled Forward Leeds to make more informed decisions around planning and prioritisation of placements. Forward Leeds has a detailed understanding of residential options and is able to match the client to the most appropriate establishment to suit their treatment needs and has developed strong relationships with residential treatment providers, ensuring smooth transitions from community to residential services and back again. Forward Leeds are also well placed to negotiate best prices and ensure value is added to service delivery wherever possible.

- **Actions**

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

Officers in the Commissioning Team will continue to work closely with Humankind through the established contract monitoring processes to review expenditure levels and forecasts on a regular basis and will work together to identify and realise annual service efficiencies in future years. If there is any additional budget required due to increased activity, the provider and commissioner will review to ensure there is no risk to clinical

services and a seamless service is provided for service users.

Clinical advice will be sought on prescribing, testing and vaccination formularies for the service which besides demonstrating good practice and compliance with NICE guidance and the British National Formulary will help ensure Leeds City Council is only incurring legitimate costs relating to the treatment of addiction.

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
Anna Frearson	Chief Officer, Consultant in Public Health (Healthy Living and Health Improvement)	02/10/18

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)**