

Appendix 1

Equality, Diversity, Cohesion and Integration Impact Assessment

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. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Directorate: Adults and Health	Service area: Commissioning
Lead person: Nigel Parr	Contact number: 0113 378 9793
Date of the equality, diversity, cohesion and integration impact assessment: 16 January 2019	

1. This EIA should be read in conjunction with the DPP report entitled;

To seek approval to waive Contracts Procedure Rule (CPR) 15.2 using the authority set out in CPR 1.3 to amend the quality threshold for the procurement of a 'Learning from people's lived experience of safeguarding' research project to 100% quality.

Is this a:

Strategy

 Service /Function

 Other

If other, please specify

The Leeds Safeguarding Adult Board is an independent body responsible for the multi-agency safeguarding adults policy and procedures in Leeds that provide the

framework within which all organisations work together to support and safeguard people at risk of abuse and neglect.

Following discussion at the October 2018 Board meeting the Board agreed to support this research project with £20,000 of its own funding and noted that officers from the Commissioning Team and from Programmes and Projects

2. Members of the assessment team:

Name	Organisation	Role on assessment team e.g. service user, manager of service, specialist
Carol McGrath	LCC	Commissioner
Adele Blacklock	LCC	Commissioner
Kieron Smith	LCC	Safeguarding Strategy and Policy Manager

3. Summary of strategy, policy, service or function that was assessed:

To seek approval to waive Contracts Procedure Rule 15.2 to amend the quality threshold for the 'Learning from people's lived experience of safeguarding' research project to 100% quality'.

4. Scope of the equality, diversity, cohesion and integration impact assessment

(complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

4a. Strategy, policy or plan

(please tick the appropriate box below)

The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>
A specific section within the strategy, policy or plan	<input type="checkbox"/>

Please provide detail:

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4b. Service, function, event please tick the appropriate box below	
The whole service (including service provision and employment)	<input type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>
Procuring of a service with newly defined service model (by contract or grant)	<input type="checkbox"/>
Please provide detail: To test the proposed 'Learning from people's lived experience of safeguarding' research project through the forthcoming procurement on the basis of 100% quality.	

5. Fact finding – what do we already know Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback. (priority should be given to equality, diversity, cohesion and integration related information)
<p>This is the first time such a project has been commissioned by LSAB. However it has been initiated primarily with regard to its Strategic Plan 2016-2019. One of the four ambitions within its Strategic Plan is to; 'Learn from experience to improve how we work'. In order to achieve this, the Board needs to learn directly from people who have been supported within the Safeguarding multi-agency policy and procedures. It is crucial that the organisation undertaking the research study are independent of both the Council and the LSAB and are highly skilled due to the vulnerable nature of the interviewees</p> <p>The forthcoming procurement will be tendered on a specification and a number of questions which will test provider's expertise and skill set when interviewing vulnerable adults in sensitive and highly confidential situations.</p>
Are there any gaps in equality and diversity information Please provide detail: Collation of equality information of the proposed project through contract monitoring by LSAB which can be used to inform future service provision.

Action required:
Continued focus on equality within contract monitoring.

6. Wider involvement – have you involved groups of people who are most likely to be affected or interested

Yes

Please provide detail:

The LSAB is a multi- agency organisation and the results of this study and subsequent recommendations are highly likely to influence the way their services are offered to vulnerable and affected adults. However the highly confidential and sensitive nature of this stand alone time limited project has meant that no wider involvement has yet been carried out; however it is envisaged that the commissioned organisation will include the views of service users in the development of the research

Action required:

Representatives from LSAB will monitor the service throughout the two year study. On completion if the recommendations from the study include wider involvement with affected groups of people then this will be considered.

7. Who may be affected by this activity?

please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

Equality characteristics

Age

Carers

Disability

Gender reassignment

Race

Religion
or Belief

Sex (male or female)

Sexual orientation

Other

(Other can include – marriage and civil partnership, pregnancy and maternity, and those areas that impact on or relate to equality: tackling poverty and improving health and well-being)

Please specify: Any adult is at risk of abuse or neglect.

Stakeholders

Services users

Employees

Trade Unions

Partners

Members

Suppliers

Other please specify

Potential barriers.

Built environment services

Location of premises and

Information and communication

Customer care

Timing

Stereotypes and assumptions

Cost

Consultation and involvement

Financial exclusion

Employment and training

specific barriers to the strategy, policy, services or function

Please specify

The will need to be procured in 2019 through a single contract which is the first time this has been offered. Limiting the tender opportunity to three advocacy organisations with demonstrable experience should ensure high standards are met and should ensure the interviewers have the necessary flexibility sensitivity and experience when interviewing vulnerable adults in challenging situations

8. Positive and negative impact

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

8a. Positive impact:

Tendering and evaluation based on quality alone should allow potential providers to thoroughly examine their best offer in terms of staff expertise and skills, flexibility to adapt to peaks and troughs of service demand and the ease of access to service for service users.

Action required:

The specification will focus on the service user led nature of the service ensuring that there are a range of appropriate and proportionate approaches to meet the specific needs of individual service users

8b. Negative impact:

None – .

Action required:

9. Will this activity promote strong and positive relationships between the groups/communities identified?

Yes

No

Please provide detail:

Initially the highly confidential nature of the project will limit the promotion of strong and positive relationships to affected individuals across the diverse communities of Leeds

Action required:

Potential development of collaborative model.

10. Does this activity bring groups/communities into increased contact with each other (e.g. in schools, neighbourhood, workplace)?

Yes

No

Please provide detail: Highly confidential nature of study.

Action required: None

11. Could this activity be perceived as benefiting one group at the expense of another? (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people)

Yes

No

Please provide detail:

Action required:

This service is concerned with a statutory responsibility to adults only.

