

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: Older People - Public Health
Lead person: Liz Messenger	Contact number: 07712 214805

1. Title: The Supporting Wellbeing in Frailty (SWIFt) 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 SWIFt projects have been running for 2 years as part of the Time to Shine programme, managed by Leeds Older People's Forum (LOPF) and funded by Big Lottery, Leeds CCG and improved Better Care Fund (iBCF).

SWIFt was established to focus on providing one to one support for older people that are socially isolated and/or lonely and living with frailty to improve their wellbeing and independence. The current SWIFt service has been delivered by a partnership of five different delivery partners across Leeds; Age UK Leeds, Crossgates Good Neighbours, Older People's Action in the Locality (OPAL), Bramley Elderly Action and Health for All. A person-centred approach is used to encourage and support the older person to increase their levels of confidence, emotional wellbeing and resilience. This in turn aims to reduce their vulnerability to frailty.

Funding from Time to Shine has now ceased and from April 2019 Leeds City

Council, using iBCF funding, will assume responsibility for commissioning the service. Following a workshop with providers and other key stakeholders an additional business case was submitted to secure future funding from iBCF underspend. The business case proposed that the existing service is continued and expanded with the aim to continue to test, evaluate and learn from the existing model.

This assessment is screening the request to approve the continuation and expansion of the Supporting Wellbeing in Frailty (SWIFt) service. The report proposes the provision of a grant to further test, develop and evaluate the model.

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)

SWIFt was established to focus on providing one to one support for older people that are socially isolated and/or lonely and living with frailty to improve their wellbeing and independence. The current SWIFt service has been delivered by a partnership of five different delivery partners across Leeds; Age UK Leeds, Crossgates Good Neighbours, Opal, Bramley Elderly Action and Health for All. A person-centred approach is used to encourage and support the older person to increase their levels of confidence, emotional wellbeing and resilience. This in turn aims to reduce their vulnerability to frailty.

The outcomes for SWIFt which are aligned to what matters most to people living with frailty demonstrate that the service will promote equality, cohesion and integration for people living with frailty:

- Older people living with frailty will have improved health and wellbeing as a result of the service (Being active and healthy & Being able to do the things I enjoy)
- Older people living with frailty will feel less isolated as a result of the service (Being socially connected & Being able to do the things I enjoy)
- Older people living with frailty will live independently and safely in their own homes as a result of the service (Being independent)

The need for the service was identified through an extensive engagement process with older people, carers, community workers, statutory sector partners and decision makers across Leeds.

During the development of the Time to Shine Programme, Leeds Older Peoples Forum conducted a case study exercise with providers of older people's services. Providers were asked to report on successful strategies for identifying and supporting the most socially isolated older people. 16 case study responses were received. A strong theme across the case studies was the need for longer term support to enable older people to access services and activities. As a result of frailty, disability and long term social isolation self-confidence had been lost. Help to regain this lost confidence was key to helping older people meet their needs.

As part of the development of the new SWIFt model a workshop with providers and other key stakeholders was held. This considered how the service would address those people with the greatest need, defined by levels of moderate and severe frailty and deprivation. In addition, consideration was given to how existing delivery partners would provide support to share learning with particular focus on BAME and those living with complex physical and mental health needs.

The project will be targeting older people aged 50 and above living with frailty to improve

their wellbeing and independence through one to one support. This recognises that some vulnerable groups are more likely to be living with frailty at a younger age. The groups of older people identified as 'most at risk' are those with:

- Moderate or severe frailty
- Higher use of health and social care services
- Restricted to their own homes
- Carers of people living with frailty
- Older people experiencing mental health problems such as anxiety and depression

- **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)

Referrals will be made to the service by Health and Social Care professionals irrespective of their race, ethnicity, gender, disability, beliefs, socio-economic status, social class and location within the city boundaries. Self-referrals will also be available irrespective of the above equality characteristics.

The project will bring older people living with frailty together with partner organisations who have experience of working with these groups and are involved in delivery the project. The service will visit the older person in their own home and together consider their needs and more importantly aspirations. They develop an action plan as to how to achieve the goals set. Goals can be to attend an organised group, get out of the home or connect with their local community. The worker will continue to support the older person until a point when there is mutual agreement that the goal has been met, or that they feel they have enough support to enable them to meet it.

The SWIFt model includes a strand supporting BAME communities that are living with frailty and people living with frailty with complex physical and mental health needs. This will ensure there is a positive impact on these equality groups.

Outcomes reported by older people living with frailty who have engaged with the service to date show a positive impact on an individual's wellbeing and levels of social isolation, even though the people supported were at a higher level of social isolation to start with. It has also shown that the people accessing the service had higher levels of frailty, a higher number of long term conditions and complex health and wellbeing needs.

The service provides an opportunity to strengthen community cohesion. This is achieved by supporting people to access groups and activities and providing opportunities to connect to their local community.

- **Actions**

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

The proposed SWIFt model and funding arrangement will continue to promote positive impact and remove/reduce negative impact by:

- 1) Ensuring continued service delivery that:
 - is fair across protected characteristics
 - emphasises a person-centred service;
 - requires engagement and involvement with the local community;
 - considers equality, diversity, cohesion and integration in relation to both clients and staff;
- 2) Ensure that delivery partners are identified who will provide support and opportunities to share best practice amongst local SWIFT workers in each locality for example supporting BAME communities that are living with frailty and the needs of people living with frailty and complex physical and mental health needs.
- 3) Undertaking monitoring on a quarterly basis to review the usage of the service and ensure that the target groups are accessing the service. Actions will be taken to target and improve uptake amongst any groups that are poorly represented.
- 4) Gathering further insight from those involved in the delivery of the project actions and activities. This will be used to adapt the service to ensure that positive/negative impacts are addressed.

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:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Lucy Jackson	Chief Officer/Consultant in Public Health	29/04/19

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	29 th April 2019
If relates to a Key Decision - date sent to Corporate Governance	N/A
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	