

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: Office of the Director of Public Health	Service area: Strategy and Commissioning
Lead person: Helen Moran	Contact number: 0113 3787851

1. Title: Additional CCG investment in the Forward Leeds Service

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

Decision to vary the Community Drug and Alcohol Prevention Treatment and Recovery Service Contract to include additional investment in services by the NHS Leeds Clinical Commissioning Group

The three former area Clinical Commissioning Groups in Leeds (now merged and known as the NHS Leeds Clinical Commissioning Group) have provided funding for the Forward Leeds drug and alcohol service to provide a dedicated team of staff in each of the three CCG areas to deliver targeted interventions in GP practices, primarily for GP referrals.

The former Leeds South and East CCG committed to invest in the service for five years to 30 June 2020 with funding for former Leeds North and Leeds West CCGs in place to 31 March 2019. The NHS Leeds clinical commissioning group has re-

confirmed the funding for the south area and has also confirmed additional funding to continue this work in the North and West areas to 30 June 2020. This additional investment 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. 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 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

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 additional investment will support the ongoing targeting of services through GP surgeries which is in keeping with the ethos of the service on using community based - settings such as these to improve accessibility to drug and alcohol treatment services for these client groups. This particularly benefits those who wish to receive support closer to where they live or prefer a more anonymous setting and would not seek help directly from a Forward Leeds hub. An increasing number of service users are accessing this part of the Forwards Leeds service and successfully completing their interventions with this team prior to leaving treatment or moving to other Forward Leeds services such as recovery support.

We know from analysis of client data that many Forward Leeds service users have complex needs including mental health problems and homelessness and that the service works also with families, expectant mothers and people experience domestic violence. GPs often have regular contact with or are the first port of call for many of these protected / vulnerable groups making them ideally placed to engage people in support and treatment.

- **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)

Varying the contract with Humankind to include the additional CCG funding will ensure that all residents of Leeds including vulnerable client groups continue to have access to substance misuse services through community-based settings across the whole of Leeds and not just in the South and East. Those residing in the north and west of the City would feel discriminated against and disadvantaged if this particular service wasn't available in their area. Additional pressure would be put on other Forward Leeds services with a potential increase in waiting times and reduction in successful completions for service users from these parts of the city.

- **Actions**

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

Work is ongoing by Forward Leeds and officers involved in primary care engagement to ensure that GP practices are aware of this treatment pathway for their patients and are making referrals as appropriate to the GP based teams. In the unlikely event that the additional funding was withdrawn or the contract wasn't varied, officers involved in the contract management of the Forward Leeds service would monitor the level of take up of support and treatment in the different areas to establish the impact of the service being withdrawn in the northern and western parts of the city. Work would be undertaken to encourage referrals from GP's in the northern and western part of the city to access support from Forward Leeds hubs instead.

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
Kate Daly	Commissioning Programme Leader	
Date screening completed:		16 May 2019

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: