

# 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 or has already been considered, and
- Whether or not it is necessary to carry out an impact assessment.

<b>Directorate:</b> Adults and Health	<b>Service area:</b> Integrated Commissioning
<b>Lead person:</b> Sarah Loughman	<b>Contact number:</b> (0113) 37 87850

**1. Title:** Leeds Integrated Offender Management (IOM) Support Service – Award of Contract

Is this a:

**Strategy / Policy**
 **Service / Function**
 **Other**

**If other, please specify**

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

A comprehensive review of Drug Intervention Programme/Integrated Offender Management (DIP/IOM) support services has been undertaken by a project team with representatives from the Council, West Yorkshire Police and National Probation Service. The new service will be delivered from 1 April 2020 by :

**Change Grow Live Services Ltd**

The findings of the review have been used to inform the development of a more flexible and coordinated ‘ Leeds IOM Support Service’ providing an intensive case management approach to work with offenders with the overall aim of reducing offending and reoffending in the city.

The new service will:

- Provide targeted support focusing on those offenders who are identified as causing the most threat, risk and harm to others and themselves (both individuals and communities).

- Help to rehabilitate and resettle offenders in the community, by supporting offenders in addressing the issues that will promote their effective reintegration into the community and reduce the risk of reoffending through intensive support / behaviour programmes / support to access specialist services.
- Ensure the development of an integrated case management system with key partners to measure the impact on reducing offending / reoffending.
- Ensure effective peer mentor support by using creative ideas to develop peer / volunteer support opportunities.
- Provide a hub premises to accommodate and host key criminal justice partners - West Yorkshire Police; National Probation Service (NPS); West Yorkshire Community Rehabilitation Company (WYCRC); Prisons (primarily HMP Leeds; Wealstun; and New Hall
- Provide, manage and operate a service user centre which is accessible to all service users.

### 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?	✓	
Have there been or likely to be any public concerns about the policy or proposal?		✓
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	✓	
Could the proposal affect our workforce or employment practices?		✓
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>	✓	

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 landscape regarding IOM in Leeds has changed significantly over the last few years and a more flexible, holistic and responsive service is now required to respond to changes in partnership approaches and offender cohorts.

A needs analysis has been completed as part of the service review, which has considered the demographic information of the current service users. It found that up to 25% of the current service users are from a BAME background. Therefore, the new service will need to be culturally sensitive and responsive to the needs of these groups.

There has been considerable number of consultation events with service users, stakeholders and current staff to inform the service review and determine the needs of different groups of offenders.

The service specification includes person centred approaches and holistic service provision with a dedicated key worker for each service user.

The new service will provide appropriate assistance and make reasonable adjustments for service users, who do not speak, read or write English or who have communication difficulties.

The new service will engage with BAME service users to ensure that they can access the service and to support the health and social care needs of people from hard to reach/marginalised communities.

The new service will promote a culturally diverse workforce.

The new service will work with local partners to increase awareness of the service and promote pathways into service user activities and support provided by specialist partners.

The new service will build relationships and referral pathways for culturally sensitive support services.

- **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):

Overall, the service will have a positive impact for offenders in terms of the provision of a service, which is positive, supportive and accessible to help service users to make positive lifestyle choices and reduce their reoffending behaviour. The service will provide intensive case management support by offering bespoke, one-to-one support, support groups and peer mentoring opportunities for service users identified by criminal justice partners.

The service will help service users to improve their relationships with their families and reduce social isolation.

The service will be streamlined and therefore improving the client experience via improved access and clearer pathways.

The service will offer supervision and accreditation to the peer mentors/volunteers which will contribute to the vision of an aspirational service which builds resilience and builds on social capital in localities and communities.

The service will work with peer mentors and volunteers to help with diversionary and recovery activity such as sports, creative and other activities.

The service will be accessible in terms of both location and opening hours to ensure it meets the need of all service users.

As part of contract mobilisation, the contractor and council will consider where the service user centre is located and any potential impacts on the local community.

• **Actions**

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

As described in Section 2, Change Grow Live Services Ltd, the contractor, will undertake a number of actions to ensure equality and diversity considerations are incorporated within the service. In summary, these actions are:

- Consultation with service users, third sector organisations and stakeholders has been undertaken as part of service specification development, which covered equality and diversity considerations.
- The development of a new integrated service, which is accessible, supportive and flexible to meet the needs of service users.
- The incorporation of equality and diversity considerations into the service specification requirements and therefore within the delivery of the service.
- The production of contract terms and conditions covering compliance with Equality Act 2010, the Human Rights Act 1998 and not unlawfully discriminating in regard to an equality characteristic (e.g. race, gender, religion, disability, sexual orientation, age or otherwise).
- Throughout the contract operational phase, the Council's contract management processes will ensure equality and diversity considerations are incorporated into the service delivery by reviewing performance data and reporting to ensure the service is accessible to all who have identified by criminal justice partners as needing it.

**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:	N/A
Date to complete your impact assessment	N/A
Lead person for your impact assessment (Include name and job title)	N/A

**6. Governance, ownership and approval**

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

Name	Job title	Date
Julie Staton	Head of Commissioning	October 2019
<b>Date screening completed:</b> 20 October 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](mailto: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 <b>Governance Services</b>	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent: 7 November 2019
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: