

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.

Directorate: Adults & Health	Service area: Integrated Commissioning
Lead person: Kate Daly	Contact number: 0113 3786027

1. Title:

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

This screening assessment is considering the authority to procure a new service to provide accommodation and support for vulnerable young people, care leavers and unaccompanied asylum seeker children (UASC).

At present, these services are being delivered by a number of contracts commissioned by Adults and Health (funded by Resources and Housing) and Children and Families. No cuts to services are proposed as part of this remodelling exercise.

Following an extensive service review, a wide range of consultation activities and engagement with the market, it is considered that a single integrated service model providing accommodation and support will achieve the best outcomes for young people

(vulnerable young people, care leavers, UASC) and contribute to key Council priorities. Equality and diversity characteristics have already been considered as part of this review, which has been undertaken over a number of years.

The service will have single point of access, where all referrals are triaged and assessed based on their need in order to develop tailored support packages, which respond to the varying needs of all young people, including those with higher and complex needs. Within the service model, there will be a strong focus prevention, independent living, partnership working, on-going review and flexibility to meet service user's changing needs and risks. For young people who require accommodation and support, the service will offer a range of accommodation options to meet the needs and complexities of the young people accessing the service. The project team are already considering and incorporating equality and diversity considerations into the service specification requirements.

Due to the scale and complexity of the service, the Council will welcome consortium bids to ensure all service requirements are met, and has already undertaken engagement with the market to encourage them to start developing new working arrangements. The project team are working with Procurement and Commercial Services to develop the tender and contract documentation. The provider will need to work in accordance with contract's terms and conditions including complying with Equality Act 2010, the Human Rights Act 1998 and not unlawfully discriminating in regard to an equality characteristic (whether in race, gender, religion, disability, sexual orientation, age or otherwise)

The Council is proposing to undertake the future tender exercise as an open procedure with negotiation to provide the opportunity for the Council to undertake further negotiation with bidders to ensure the Council are fully satisfied the bidder is capable of delivering the service. It is proposed that the contract will be for 5 years (with potential option to extend for up to three years) starting from 1st July 2020. There will be a phased transition into the new service for care leavers to ensure no additional moves.

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 need it.

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?	Y	
Have there been or likely to be any public concerns about the policy or proposal?		N
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	Y	
Could the proposal affect our workforce or employment practices?		N
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 		N

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 project team has undertaken an extensive service review involving research and consultation with service users and stakeholders and a review of the strategic context, best practice, evidence, data trends and case studies. This review examined the equality and diversity characteristics of the current service users to ensure the new service model is open and accessible to all who need it.

Throughout the service review, extensive consultation has taken place with a wide range of service users, staff and stakeholders. Over 150 young people who access housing related support, 9 care leavers and service users of the emergency accommodated were engaged within the process. The aim of this consultation is to ensure the new service is accessible, will meet the identified needs and is attractive to all young people who need them, and there were no barriers to access or use. The feedback from the consultation is being incorporated into the service requirements (for example adapted properties for young people with physical or long term health conditions).

- **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)

The proposal will have a positive impact for young people in terms of the provision of a service, which meets the needs of vulnerable young people who are at risk of homelessness and care leavers in Leeds by providing tailored support packages comprising early interventions to prevent homelessness and help to sustain independent living, as well as a range of accommodation options (e.g. emergency, taster and core and cluster).

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

As described in Section 2, the project team are already undertaking a number of actions to ensure equality and diversity considerations are incorporated within the project. In summary, these actions are:

- A service review with consultation of service users, workforce and stakeholders has been undertaken, which covered equality and diversity considerations.
- The development of a new integrated service model, which is accessible and attractive to young people based on the findings of the service review.
- The incorporation of equality and diversity considerations into the service specification requirements, which will form part of the tender documentation.
- 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).
- The Project team will continue to monitor the risks associated with the project throughout the forthcoming procurement phase, especially the potential impacts of the project outcome on the existing providers.
- 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 need 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:	
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
Kate Daly	Commissionin Programme Leader	09.05.2019
Date screening completed 09.05.2019		

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: