

# 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> Commissioning
<b>Lead person:</b> Ian Street	<b>Contact number:</b> 0113 378 7859

**1. Title:** To seek approval from the Director of Public Health to award a grant to Humankind for the Trauma Informed Navigator Model for Improving Access to Health Services project from the Public Health England Rough Sleeping Grant

Is this a:

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

**If other, please specify**

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

- In 2019 Public Health England announced a grant funding opportunity, Rough Sleeping Grant: Testing Community Based Models of Access to Health Services. Applications were invited from Local Authority areas to test approaches to addressing the needs of people who are rough sleeping or have been rough sleeping and who experience co-occurring conditions of substance use and mental health issues, supporting them into health and wider services and away from the streets.
- Leeds City Council worked with a range of partners to develop a project to address this need and the application was one of only six projects nationally to

be successful. A grant of £251,500 has been awarded by Public Health England.

- The project is to establish and test a Trauma Informed Navigator Model and this report recommends that the grant is provided to Humankind (lead provider of the Forward Leeds drug and alcohol service) to establish and deliver the model as detailed in the application to Public Health England.
- The project will focus support on people rough sleeping or who have rough slept and who have a co-occurring mental health and substance use support need. Humankind have a dedicated team as part of Forward Leeds that supports people with co-occurring conditions and a track record of working with people who experience rough sleeping through MHCLG funded work through the Flexible Homeless Support Grant and the Rough Sleeping Initiative. They are part of the street support team and due to their unique experience were identified as the key agency capable of delivering this project. They were closely involved in designing the model and presenting the bid to Public Health England alongside officers from Leeds City Council.
- Three trauma informed navigators will be employed by Humankind and will form part of the specialist co-occurring mental health and substance misuse team within Forward Leeds. They will work on a flexible outreach basis engaging and supporting identified people wherever they may be. Work is ongoing to identify people who would benefit from this specialist service.
- In addition to the trauma informed navigators the funding will also enable a training programme to be established, led by Humankind, that will train frontline workers across the sector in a trauma informed approach. This has the potential to leave a lasting legacy of the approach being trialled.
- Outcomes anticipated from this additional work will include better engagement with health, mental health and drug and alcohol services; reduction in street based lifestyles; reduction of interactions with criminal justice system; diversion from frequent A&E attendance into more appropriate and planned healthcare; ensuring a focus on gender based delivery and outcomes for women rough sleeping.

### 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?	x	
Have there been or likely to be any public concerns about the		x

policy or proposal?		
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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>	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)

Figures from the commissioned street outreach service and from the rough sleeping street counts indicates that around 1 in 10 people who rough sleep are women. In addition agencies who work in this field have indicated that there are women who are very vulnerably housed who may not be rough sleeping buy are extremely vulnerable.

The project is to trial a new approach with people who rough sleep or have rough slept who are have support needs around co occurring drug and alcohol and mental health conditions. A trauma informed approach is going to trialled to see if this can work in supporting people to access relevant health and support services and ultimately to support people away from a street based life and into appropriate housing.

Consultation with support agencies indicates that trauma is one of the key untreated and undiagnosed issues that is affecting many people who rough sleep and it is recognised that women who rough sleep can have experienced particularly traumatic experiences related to their gender, for example children being taken into care, exploitation and sexual assault.

- **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 project will seek to provide specific trauma informed support to this most vulnerable client group, but will have a specific gender focus around the trauma that women who rough sleep have experienced. It is hoped that by recognising the specific experiences that women have faced and seeking to provide support around this trauma then better outcomes will be achieved.

- **Actions**

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

Recruitment to the new trauma informed navigator posts will take into account the gender focussed approach that will be necessary in this work.

The project is going to be independently evaluation by The Centre for Regional Economic and Social Research (CRESR) at Sheffield Hallam University Centre with learing shared with Public Health England that will help to shape national policy in this area.

The project will also be training relevant front line workers in Leeds in a trauma informed approach and the gender specific trauma experiences will be part of this training ensuring that workers who work with this client group will gain a great understanding and be in a better position to provider the right support.

**5. If you are **not** already considering the impact on equality, diversity, cohesion and**

integration you <b>will need to carry out an impact assessment.</b>	
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)	

<b>6. Governance, ownership and approval</b>		
Please state here who has approved the actions and outcomes of the screening		
<b>Name</b>	<b>Job title</b>	<b>Date</b>
Julie Staon	Head of Commissioning	16 December 2019
<b>Date screening completed</b>		16 December 2019

<b>7. Publishing</b>	
<p>Though <b>all</b> key decisions are required to give due regard to equality the council <b>only</b> publishes those related to <b>Executive Board, Full Council, Key Delegated Decisions or a Significant Operational Decision.</b></p> <p>A copy of this equality screening should be attached as an appendix to the decision making report:</p> <ul style="list-style-type: none"> <li>• Governance Services will publish those relating to Executive Board and Full Council.</li> <li>• The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.</li> <li>• A copy of all other equality screenings that are not to be published should be sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a> for record.</li> </ul> <p>Complete the appropriate section below with the date the report and attached screening was sent:</p>	
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:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: