

Appendix 3

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: All
Lead person: John Crowther	Contact number 37 88714

1. Title: FN31 – Standard Charges, Contributions, Rates and Allowances 2020/21

Is this a:

☐

Strategy / Policy

☒

Service / Function

☐

Other

If other, please specify

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

The screening covers the financial element of the Directorate's Staff Instructions, and these are referred to collectively as FN31. These set out the Adult Social Care standard charges, contributions, rates and allowances for 2020/21.

Budget provision for amending the charges, contributions, rates and allowances was included within the 2020/21 Budget. This document summarises amending the charges, contributions, rates and allowances in a single place for publication.

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
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?**

Budget provision for amending the charges, contributions, rates and allowances was included within the 2020/21 Budget. During this budget process an impact assessment process has been undertaken. This document summarises amending the charges, contributions, rates and allowances in a single place for publication.

Access to the services is universal and any individual can request an assessment or support; the nature of which is assessed purely on the basis of need. Assessments of need for eligible adult social care services will by its nature ensure that needs related to disability, ethnicity, and culture will be taken into account, in the case of universal services these are also delivered on a needs basis.

- **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 mitigation for any adverse equality impact will have been identified when the new charges were set and no adverse impacts have been identified at this stage.

As outlined above the only factor affecting access to services will be ability to pay and this charge can be waived by the director in cases of hardship.

- **Actions**

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

The overarching mitigation for these charges is via monitoring across the equality characteristic to ensure equity of access to the various service.

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
John Crowther	Head of Finance, Adults & Health	27 th January 2020
Date screening completed		27 th January 2020

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: 28 th January 2020
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: