

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: Children and Families	Service area: Commissioning and Market Management
Lead person: Michelle Whippey	Contact number: 0113 3785422

1. Title: Adoption Support Fund: Covid 19 Scheme

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

1. To receive income to the value of £311,263.02 from the Adoption Support Fund (ASF) Covid 19 Scheme to support Covid 19 activities across West Yorkshire. The Dept. for Education (DfE) funded scheme is additional ring-fenced money to provide an emergency response to the Covid 19 disruption to adoptive families and therefore does not add any additional pressures on the LCC budget
2. To approve expenditure of £311,263.02 on adoption support services via the following procurement and delivery routes

2 (i) - The invocation of Contract Procedure Rules 7.1 and 7.2 to award low value contracts direct to 4 x providers. The total value of awards under CPR 7.1 and 7.2 is £36,220. The relevant Chief Officer believes that it represents Best Value for the Council to make these direct appointments

2 (ii) - The waiver of Contract Procedure Rules 8.1 and 8.2 to award intermediate value contracts direct to 2 x providers for a period of 5 months from 11 May 2020 – 30 Sept 2020. The total value of waivers under CPR 8.1 and 8.2 is £166,630

2 (iii) – Variation of contract DN402404 with Family Action to include enhanced telephone support and 4 x virtual support packages. Contract DN402404 is a call off from the regional Independent Adoption Services framework contract DN330227, which was commissioned by North Yorkshire County Council on behalf of Yorkshire and the Humber regional adoption agencies

2 (iv) - In-house provision – non-commissioned: Provision of an agency social worker to backfill redeployed posts

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 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?** (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)

Consultation was carried out with the service users i.e. adoptive families and special guardians, to understand what support they require during the Covid 19 lockdown period.

- **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)

This decision will have a positive impact on adoptive families and adopted children in that an alternative way of delivering the service will be implemented to ensure this vulnerable group remains supported throughout the Covid 19 period.

New services will be commissioned and existing services enhanced to provide access to online services and telephone support, as an alternative to face-to-face and/or groups.

Service users have been consulted to ensure there are no barriers to online or telephone access

- **Actions**

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

This modified service delivery model has been approved by the DfE through an application process. These additional support measures will remain in place throughout the current funding period i.e. to 30 Sept 2020. The DfE will review their Covid 19 emergency fund scheme in due course to determine whether there will be an extension after Sept 2020

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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
Sarah Johal	Head of One Adoption West Yorkshire	
Date screening completed		20/5/20

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:

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