

# 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: Adults &amp; Health</b>	<b>Service area: Adults &amp; Health Commissioning</b>
<b>Lead person: Aidan Smith</b>	<b>Contact number: 0113 378 7856</b>

**1. Title:** Re-commissioning of the Learning Disability and Autism Care and Support Services

Is this a:

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

**If other, please specify**

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

Since 2015, Aspire Community Benefit Society has been commissioned by the Adults and Health Directorate on a block contract to provide services for people with learning disabilities and their families across Leeds in three key service areas: Supported Living, Respite & Emergency Respite and Day Opportunities. The current contract comes to an end in July 2021 and as such a number of scenarios have been identified for re-commissioning.

This Executive Board report examines these scenarios and then sets out a series of recommendations for the re-commissioning of services currently provided by Aspire. In addition, the report seeks approval to progress with consultation relating to the proposed recommendations. This screening relates to the recommendations which are set out below as they feature in the Executive Board report.

## Recommendations

*It is recommended that different approaches are followed for the different areas of service, based on existing commissioning arrangements for similar services, current expertise and capacity in the market, and based on the financial implications of the different scenarios. It is proposed that the following scenarios are progressed further, including through formal consultation:*

- *Supported Living – Commission the services from Aspire through individual spot purchasing arrangements, as per Scenario 4.1 (b)*
- *Respite and Emergency Respite services – Undertake market sounding and procure the services through a competitive tender process, as per Scenario 4.2 (b)*
- *Day Opportunities – Commission the services from Aspire through individual spot purchase arrangements, as per Scenario 4.3 (b)*

The associated consultation will form a key part of the recommissioning process and will be a comprehensive consultation with service users; their families and carers; key stakeholders and the Social Work Team.

### **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.

<b>Questions</b>	<b>Yes</b>	<b>No</b>
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

<p>Does the proposal involve or will it have an impact on</p> <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)

- Supported Living – Commission the services from Aspire through individual spot purchasing arrangements.
- Day Opportunities – Commission the services from Aspire through individual spot purchase arrangements.

In order to facilitate the commissioning of the above services from Aspire via individual spot purchasing arrangements, the organisation will need to be placed on the council's Approved Provider List (APL). This is currently being developed by Adults and Health Commissioning. The selection process for the APL will involve rigorous examination of the provider's policies and procedures, including those relating to equality, diversity and inclusion.

Furthermore, this recommendation is not anticipated to involve significant, if any, change in the care and support delivered to each individual client. It is a mechanism for more transparently and efficiently agreeing the price for the services provided to each individual, something which is challenging to achieve in relation to a block contract. It is therefore not anticipated that there will be any detrimental impact to any protected characteristics as a result of this recommendation.

- Respite and Emergency Respite services – Undertake market sounding and procure the services through a competitive tender process, as per Scenario

#### 4.2 (b)

The proposal to test the market in relation to the Respite provision will involve the development of a revised service specification, allowing Commissioners to ensure that the new model of provision is appropriately accessible. In addition, the competitive process will enable Commissioners to test prospective providers' in relation to their commitment to equality, diversity and inclusion through submission of method statement responses.

The proposed consultation process on the above recommendations will take full account of equality, diversity, cohesion and integration issues. Consultation methods will be designed to allow service users to access and fully engage with the consultation in a variety of formats whilst working within the parameters of the Covid 19 restrictions. Easy read formats, zoom/ video group feedback and working with existing networks within Aspire are some of the proposed methods. By undertaking this consultation adults with learning disabilities and their parents and carers who access Aspire services will play an active role in decision making about their future support.

- **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)**

As outlined above, the recommendations to enter into spot purchasing arrangements with Aspire for supported living and day opportunity services is unlikely to involve any change to the care and support provided to individuals with learning disabilities, thus minimising the risk of negative impact on the different equality characteristics. Furthermore, the process for entering into these arrangements will involve input from the Social Work Team colleagues to review individuals' care packages to ensure they are still appropriate, before the new arrangement is entered into.

Development of a new service specification for Respite, and the subsequent market testing, will allow Commissioners to work with people with learning disabilities to ensure that there are no unintended negative consequences for different equality characteristics as a result of any change to the provision. In addition, the competitive process will allow Commissioners to test each prospective provider's approach to advancing equality, diversity and inclusion.

The consultation and engagement process will give a wide range of stakeholders an opportunity to feedback on this service provision. As well as service users and their families this will include other professionals that work with Aspire, other learning disability services in the City and the Social Work Team. Learning and expertise from previous consultations with people with learning disabilities will be used to inform best practice.

These services support and promote integration and independence of adults with Learning Disabilities.

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

**Examples include:-**

- Ensure that when Aspire are considered for the APL, their equality and diversity policies, procedures and associated action plans are carefully considered in order to ensure they are robust and detailed.
- Ensure that there is input from people with learning disabilities and their family carers into the development of the new service specification for Respite.
- Ensure that the market sounding exercise and any subsequent tender process tests out prospective providers' commitment to equality, diversity and inclusion.
- Ensure all aspects of the consultation planning and delivery give due regard to equality to ensure an inclusive and meaningful process;
- Ensure that service users and their families and carers have knowledge of the purpose of the consultation and have a variety of appropriate means of accessing it;
- To ensure the quality of service is not impacted during the consultation period, the contract will continue to be performance managed by officers in the Working Age Adults Commissioning Team;
- A full Equality Impact Assessment will be carried out following the consultation process when the findings are known.

**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

<b>Date screening completed</b>		

### 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:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: