

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 and Health	Service area: Integrated Commissioning
Lead person: Ian Brooke-Mawson	Contact number: 0113 3784183

1. Title: Leeds Carers Partnership Strategy
Is this a:
<input checked="" type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input type="checkbox"/> Other
If other, please specify

2. Please provide a brief description of what you are screening
<p>'Putting carers at the heart of everything we do' is the new Leeds Carers Partnership Strategy. The strategy sets out a vision and 6 priorities that the Leeds Carers Partnership propose are the key areas that we need to focus on in order to promote the health and well-being of carers in Leeds, and to reduce the health and financial inequalities that carers experience due to caring.</p>

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?

Carers are people who look after someone who otherwise couldn't manage without their help. This may be because of illness, frailty, disability, a mental health need or an addiction. Carers come from all walks of life, all cultures and can be of any age. Each caring situation is different and is influenced by a range of factors relating to both the carer and the person they care-for. Carers play a significant role in preventing, reducing or delaying the point at which the people they care for become dependent on formal care and support, which is why it is important to promote carer wellbeing and prevent carers from developing needs for care and support themselves.

Engagement on the draft strategy was undertaken between November 2019 and March 2020. The engagement occurred at two levels: citizen engagement and stakeholder engagement. Citizen engagement included talking to carer groups, an online survey and gathering views via social media. Carers Leeds were central to citizen engagement acting as both a channel of communication and a voice for the 12,500 carers they support each year. Stakeholder engagement is critical to ensure that there is system-wide ownership of the strategy and of the role that organisations will play in contributing to the delivery of the priorities. A stakeholder event was held at St Chads on 4th March 2020 and was attended by 54 people representing 24 organisations

Key findings

Evidence suggest that increasing numbers of carers are taking on responsibility for more intensive levels of care. However, carers often feel isolated, that they are not respected or valued, and that the huge contribution that they make to individuals and the national economy cannot be underestimated but is often taken for granted and overlooked. This combination is known to impact upon their physical, mental and economic health and wellbeing, for example carers are more likely to have a long-term physical or mental health condition, illness or disability, be isolated and not have as much social contact as they would like, be worried about finances, not get enough sleep and time for themselves.

Evidence also tells us that:

- Women are more likely than men to be caring (58% of carers in Leeds are female.
- Carers aged 65 and above are more than twice as likely to be caring for more than 50 hours per week
- Take-up of carers breaks and other carers support from BAME communities is low relative to our population
- Carers are less likely to be in full-time employment than non-carers
- Being a young carer can affect school attendance, educational achievement and future life chances

Actions

The strategy introduces a series of eleven 'I-statements' which together set out the vision of what Leeds could look like from a carer's point of view. The eleven I-statements are based on what carers themselves have said is important to them through various local, regional and national surveys and engagement. The strategy then identifies six priorities which the Leeds Carers Partnership agree are the areas that we need to focus on to achieve the aims and vision of the strategy.

Each partner organisation will be responsible for identifying and implementing the actions they will take to support progress against the strategy priorities and objectives. This will be collated into an overarching delivery plan. Each partner organisation will also be responsible for reporting progress to the Leeds Carers Partnership. This will provide opportunities for the partnership to provide constructive peer challenge and to hold each other to account in a supportive way.

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	N/A

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Caroline Baria	Deputy Director, Integrated Commissioning	27 th July 2020
Date screening completed		27 th July 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	21 st September 2020
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	N/A
All other decisions – sent to equalityteam@leeds.gov.uk	N/A