

# 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: Integrated Commissioning</b>
<b>Lead person: Joanne Buck</b>	<b>Contact number: 0113 3789372</b>

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

<b>2. Please provide a brief description of what you are screening</b>
<p>This screening assessment is considering the authority to procure a new service to provide accommodation and support for vulnerable young people, care leavers and unaccompanied asylum seeker children (UASC).</p> <p>On the 27<sup>th</sup> March 2020, in responding to the government guidance of the Corona Virus Pandemic, Leeds City Council moved all people placed in shared units of emergency accommodation into hotel rooms that had self-contained amenities, this included the clients that were placed in the Somewhere Safe to Stay HUB. As we receive further guidance throughout the lock down period, it has become clear that we are unable to return to communal shared facilities due to the increased risk of spreading the virus to an already vulnerable cohort of people. The challenge presented to the Local Authority is how we now move customers away from the hotels into self-contained and sustainable accommodation with the right support in place to meet their needs.</p>

The opportunity to develop supported accommodation for women has presented itself to meet the immediate accommodation need for a cohort of rough sleepers or those at risk of rough sleeping. The properties will comprise of 7 self-contained units that will be leased to a commissioned provider to deliver emergency and supported accommodation for females with complex needs. A further unit of accommodation will be available for emergency safeguarding and severe weather protocols. The onsite staff office will allow for support to be provided on a 24/7 basis. The units will be leased on a license, meaning that the provider has the ability to claim housing benefit and end the lease at short notice.

The main objective is to accommodate vulnerable females and to comply with the National Rough Sleeping Strategy: The government published its national rough sleeper strategy in August 2018. The national strategy includes the targets to halve rough sleeper numbers (from the 2017 baseline) by 2022 and to end rough sleeping by 2027. The national strategy is rooted in three ‘pillars’:

- To prevent new people from starting to sleep rough
- To intervene rapidly when people start to sleep rough to help them off the street
- To promote a person’s recovery once they are off the street to build positive lives and don’t return to 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.

<b>Questions</b>	<b>Yes</b>	<b>No</b>
Is there an existing or likely differential impact for the different equality characteristics?	Y	
Have there been or likely to be any public concerns about the policy or proposal?		N
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		N
Could the proposal affect our workforce or employment		N

practices?		
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>		N

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)

There is evidence of need that accommodation specific for women is required in the City. The proposal will provide 7 units of accommodation for vulnerable females that prior to COVID 19 would have access to communal accommodation via the Safe to Stay Hub.

The accommodation will be aimed at females with complex needs including those with alcohol and substance misuse, mental and physical ill health, at risk of violence, sex working or prison leavers. This will be managed through a multi-agency approach, combining of a referral and assessment process, observation and perceptions at referral and throughout the stay, Out of Hours screening and emergency services support as last resort.

The accommodation for vulnerable women is an additional resource that will assist Leeds City Council to better meet the 'No Second Night Out' policy for homeless and vulnerable people.

Consultation has been carried out with strategic and third sector partners through the COVID 19 silver group partners, all of whom are in agreement with the proposal.

• **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 proposal will have a positive impact on vulnerable females. It will offer good quality emergency and short term supported accommodation that will meet the following objectives:

- To **prevent** vulnerable females from starting to sleep rough
- To **intervene** rapidly when vulnerable females start to sleep rough to help them off the street
- To promote a person's **recovery** once they are off the street to build positive lives that stop them returning to rough sleeping

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

To ensure the project is successful and meets the needs of vulnerable women, The support provided will be part of a well-established support network that is already in operation to meet the needs of the cohort of females that will access the accommodation. A full assessment of needs will be undertaken at the referral stage and a restorative, holistic support package will be agreed. This will be a multi-agency package to ensure

clients;

- Have a personal housing plan in place to prevent them from rough sleeping in the future.
- Have a pathway to secure accommodation that is suitable to their needs, such as social housing, private rented accommodation, Beacon supported housing.
- Engage with services that provide support to live independently, become “tenancy ready” and to sustain a tenancy, such as DWP, Engage Leeds.
- Engage with move on support via Engage Leeds.
- Engage with services that provide health and wellbeing support and specialist services that prevent homelessness, such as Bevan Health Care Nurses, Street Outreach Workers, Forward Leeds Substance Misuse Workers, Simon on the Streets female outreach workers and assistance from female only support providers such as Women’s Lives Leeds, Basis and Joanna Project.

**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
Joanne Buck	Commissioning Programme Leader	09.11.2020
<b>Date screening completed 09.05.2019</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: