

# 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: Jane Murphy</b>	<b>Contact number: 0113 378 3908</b>

**1. Title:** Extension of contract with Gipsil for the Engage Leeds Service for a three year period in accordance with Contracts Procedure Rule (CPR) 21.1 (contract extensions) and to vary the contract under Modification of Contracts during their Term under Regulation 72 of the Public Contracts Regulations 2015, to include five Navigator posts funded by external funding for a period of up three years.

Is this a:

**Strategy / Policy**

**Service / Function**

**Other**

**If other, please specify**

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

This screening assessment is considering the authority to extend the Engage Leeds contract for three years; along with approval to accept funding for three Navigator posts and varying the contract to incorporate them.

Engage Leeds is a city wide single service for families and single people operating in localities for up to 1500 clients, providing Housing Related Support. Engage Leeds is a consortium of 4 organisations with Gipsil as the lead organisation Provider.

Engage is outcome focussed and supports people to achieve and sustain independent living. Clients have a primary housing related support need to settle into new

accommodation, sustain existing accommodation or find accommodation. Clients must have a secondary support need impacting on their ability to manage or sustain accommodation including debt, physical or mental health needs, substance misuse, offending or interconnected needs relating to social isolation and community engagement.

The Engage Service contract is a 5 year contract from 1<sup>st</sup> April 2017 to 31<sup>st</sup> March 2022 with an additional three year extension period up to 31<sup>st</sup> March 2025.

The contract will also include five Navigator posts funded by external funders for up to three years. The Navigators will specifically support vulnerable people and rough sleepers to maintain and sustain accommodation.

### 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?		N
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 practices?		N
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)

- **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)

- **Actions**

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

**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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
Jane Murphy	Commissioning Manager	23.02.2021
<b>Date screening completed 22.02.2021</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: 9/03/21
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to	Date sent:

<a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	
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