

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: A&amp;H</b>	<b>Service area: Integrated Commissioning</b>
<b>Lead person: Caroline Baria</b>	<b>Contact number: 0113 37 89914</b>

1. Title: **To seek authority to procure cost of care exercises for older people’s care homes and for home care. The total budget available is £120,000.**

Is this a:

- Strategy / Policy**
     
  **X Service / Function**
     
  **Other**

**If other, please specify**

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

It is proposed that a procurement is completed to commission an external agency to undertake two open book cost of care exercises simultaneously, to help inform fee rates for 2022/23, for both older people’s care homes and for home care, and to identify a formula to inform future fee rates.

Fee rates for Older Adults care homes were reviewed in 2017/18 following a comprehensive cost of care exercise undertaken by an independent organisation, Mazars. The review resulted in revised fee levels and established a formula to be used to inform subsequent annual fee increases.

The Covid 19 pandemic has placed additional cost pressures on care homes providers and whilst many of these cost pressures are likely to be short term and have in part

been funded, it is not yet known how these will impact care homes in the medium to longer term. The care home providers and the Leeds Care Association have indicated that the local authority fees, in accordance with the agreed formula, do not cover the costs of delivering the service and that there is a significant risk that care home providers will not be able to sustain their provision at these fee rates.

Fee rates for home care have broadly been set on the basis of the UK Home Care Association (UKHCA) home care cost model, with some modifications in relation to travel time. However, the disparity is increasing between the home care fee rates in Leeds and the UKHCA minimum fee rate.

The Care Act 2014 places a duty on local authorities to ensure there is a viable and sustainable market of social care provision to meet needs. The Care Act also requires local authorities to make available sufficient capacity, and a choice of quality services for people who fund their own care as well as for people who are state funded.

An independent review of providers' costs, through a cost of care exercise, is required to inform decisions on future fee rates from 2022/23 for both older people's care homes and for home care.

### 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?		√
Have there been or likely to be any public concerns about the policy or proposal?		√
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	√	
Could the proposal affect our workforce or employment 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>	√	

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)

In accordance with Care Act 2014 duties, the Council has a duty to meet the statutory care and support needs of people who are eligible for state funded social care. Additionally, the Care Act places a duty on local authorities to ensure there is a viable and sustainable market of social care provision to meet needs. The Care Act also requires local authorities to make available sufficient capacity, and a choice of quality services for people who fund their own care as well as for people who are state funded.

As such, there is a need to ensure that the fees set by the Council are sufficient to cover the costs of delivering good quality services which are commissioned from external providers.

The people requiring care and support services are likely to be frail, elderly and/or have various disabilities. It is imperative that there are adequate services available to meet their health and care needs.

- **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)

Care providers are key partners in the delivery of care and it is important to ensure good and effective working relationships with providers to ensure and support the delivery of sustained, consistent, good quality care and support services which are cost effective and provide value for money.

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

The work to be undertaken to review the cost of care will be completed in partnership with the care providers. The purpose of this work is to ensure that the Council is able

to make informed decisions about the fee rates to be paid to providers for their care and support services.

**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>
Caroline Baria	Deputy Director, Integrated Commissioning	04/03/21
<b>Date screening completed</b>		04/03/21

### **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: