

Equality, Diversity, Cohesion and Integration (EDCI) 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 & Health	Service area: Integrated Commissioning
Lead person: Caroline Baria	Contact number:

1. Title: Savings Proposals for Strategic Commissioning SR 3 & SR 5 (Older Adults & Working Age Adults)

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

The Adults & Health Integrated commissioning service is proposing a number of savings options that will affect the third / voluntary sector within the Older and Working Age Adults service areas. There are a range of savings proposals including a 10% reduction in the overall funding of discretionary services. This will be delivered through a combination of ceasing funding of some services once the contract term ends, and by reducing the funding levels allocated to some of the other discretionary services.

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?** (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)

The services provided directly support older adults, adults with learning disabilities, adults with mental health and physical health issues, carers and adults with vulnerabilities due to drug and alcohol use or offending backgrounds.

The impacts will be on Leeds citizens who receive support and/or connect with others through voluntary sector partners who provide services for adults who are either disabled; have other support needs or needs associated with older age. The services effected through this proposal provide support to people to maintain their independence in the community and promote their health and wellbeing.

Proposals would affect the revenue available to organisations and it is considered that the reductions proposed can be managed with minimal disruption and negative impact on service users and staff. This has been informed by consultation that officers in Adults and Health Commissioning have conducted in the period since the approval at Executive Board in November 2020. Officers have consulted with all of the effected providers, offering an individual meeting with all of them, in order to identify the most collaborative, fair and least harmful way to make these savings. This has been focussed on ensuring that there is minimic impact on individual service users, communities and on the third sector organisations themselves. In a number of cases this has been followed up with further discussions with effected providers. A lot of officer time has been devoted to answering questions and providing reassurances to effected providers. Officers have also worked closely with Forum Central to this end who have in turn carried out their own consultation with effected providers.

Third sector organisations attract funding from other external sources and COVID-19 has had an impact on these funding opportunities. The full impact of these proposals would therefore only be fully understand once the detail of how the saving would be realised has been agreed on a service by service basis.

The LCC funding of Shopmobility Services will cease. A cessation of service could directly affect the ability for those individuals to be more independent whilst shopping in the community, however work is underway with Council partners and William Merritt Centre to minimise this impact through the continuation of delivery through a new potential site at Kirkgate Market with other sources of investment which is hoped to keep shopmobility services following the cessation of funding.

- **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)

Some of the services facing potential funding reductions under these proposals include services providing support to:

- older people
- people with dementia
- people with learning disabilities
- people with mental health needs
- disabled people
- specific BAME communities
- people with substance misuse issues
- people with an offending history

The full impact of even a 10% reduction in grant funding to these organisations will not be known until detailed impact analysis is carried out with those providers, however possible key impacts will be;

- the continued ability to deliver the level of service to the same number of people
- a change to the type of service which is offered
- cessation of certain activity/advice/guidance/support offered within the community
- viability of continued service

- Actions

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

- On a service by service basis, work with each third sector provider to identify how a funding reduction will be implemented whilst minimising the impact on service users.
- Signpost organisations to support and advice to help them manage the changes; including support to identify alternative funding streams
- Work with Forum Central, as the health and care third sector infrastructure support, to identify how any reductions in service resulting from the funding reductions could be picked up within the wider sector
- Work with providers to identify Asset Based community alternatives to their service

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		
Name	Job title	Date
Date screening completed		

7. Publishing	
<p>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.</p> <p>A copy of this equality screening should be attached as an appendix to the decision making report:</p> <ul style="list-style-type: none"> • 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. <p>Complete the appropriate section below with the date the report and attached screening was sent:</p>	
For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: