

## 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:</b> Adults and Health	<b>Service area:</b> Integrated Commissioning
<b>Lead person:</b> Ian Brooke-Mawson	<b>Contact number:</b> 0113 3784183

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

<b>2. Please provide a brief description of what you are screening</b>
To seek approval from the Director of Adults and Health to allocate funding for the Time for Carers Grant Scheme and to direct award a grant to Carers Leeds

### 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?

The provision of unpaid care is an important policy issue because it not only makes a vital contribution to the supply of care, but can also affect the health and wellbeing, employment opportunities, finances and social and leisure activities of those providing it.

The 2011 Census suggested there were around 72,000 people in Leeds providing unpaid care. Based on national estimates we can expect that number to have increased with around 24,000 people in Leeds to take on an unpaid caring role each year .

Anyone can become a carer, carers come from all walks of life, all cultures and can be of any age. Many carers feel that they are doing what anyone else would do in the same situation – looking after a parent, a child, a spouse, a friend – and just getting on with it.

### **Key findings**

It is widely recognised that having a break from caring provides positive outcomes for carers and supports them to continue caring which can prevent and reduce dependency on statutory health and social care services, for example GP appointments, hospital admissions and admissions to residential and nursing care.

Carers help to maintain the health and wellbeing of the person they care for, support that person's independence and enable them to stay in their own homes for longer.

The impact of COVID-19 has led to increasing numbers of carers taking on responsibility for more intensive levels of care, and evidence suggests that many carers feel exhausted, isolated, under-valued, taken for granted and overlooked. This combination further impacts upon the physical, mental and economic health and wellbeing already experienced by many carers.

The 'Time for Carers' grant is an effective way of reaching high numbers of carers, including those previously unknown, and providing them with a break which they themselves choose based on their own individual circumstances.

Carers can apply for a grant irrespective of whether they and/or the person they care for meet the eligibility criteria for care and support as laid out in Care and Support (Eligibility Criteria) Regulations 2014.

The Time for Carers application process invites carers to request additional support from Carers Leeds, for example contact from a Carer Support Worker, information about support groups, receive a quarterly newsletter. Around 50% of grant recipients go on to receive further support from Carers Leeds which in turn can also reduce demand on statutory health and care services.

### **Actions**

The Director of Adults and Health is recommended to allocate £107,250 to the Time for Carers Grant Scheme in 2021/2022 and to approve the award of a grant to Carers Leeds with a value of £107,250 for the period 1<sup>st</sup> July 2021 to 31<sup>st</sup> March 2022.

The Commissioning Programme Lead (Carers) will meet quarterly with the provider in order to discuss service activity and quality in depth which will include reviewing the equality characteristics of carers accessing a Time for Carers Grant and agreeing actions to improve access for under-represented groups.

**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 (Include name and job title)	n/a

**6. Governance, ownership and approval**

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

Name	Job title	Date
James Woodhead	Head of Service (Integrated Commissioning)	17 <sup>th</sup> June 2021
<b>Date screening completed</b>		17 <sup>th</sup> June 2021

**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: