

# Equality, Diversity, Cohesion and Integration Screening



## APP 1

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/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: A&amp;H Commissioning</b>
<b>Lead person: Manmohan Mudhar</b>	<b>Contact number: 0113 378 88314</b>

**Title:** Approval to continue providing the Learning Disabilities Community Support Service Support Services Agreement (SSA) 9TZL-RMT61W for Aspire Services (Leeds) Ltd on year on year basis for up to five years (1 August 2021 – 31 July 2026).

Is this a:

Strategy / Policy

Service / Function

Other

**If other, please specify**

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

- a) The Director of Adults and Health has approved a variation to the contract awarded to Aspire for a further 12 + 12 month period through the modification of the contract during their term under Regulation 72 (1b) (i) & (ii) of the Public Contract Regulations 2015, commencing 1st August 2021. The per annum cost will be £20,508,000.
- b) The proposed extension is to enable sufficient time to implement the steps which were approved by the council's Executive Board in October 2020. Namely, to complete a joint review of respite provision in the city with NHS Leeds Clinical Commissioning Group colleagues, and to undertake any consultation and resulting procurement which may arise out of this review. The extension will also allow sufficient time to gradually move Aspire

supported living and day opportunities provision onto individual arrangements, in a person centred way. Service Level Agreements are currently in place whereby the Council provides a range of support services to Aspire Services (Leeds) Ltd. These range from Transport, Buildings provision, Financial Support, HR/OD and ICT amongst others. There are no proposed changes to the terms of the original contract so the extension will not cause a differential impact,

- c) The Provider has requested that the Council continue to provide support services through the SSA for the extension period. The SSA and individual SLA's contained within will continue to support the above contract, hence there is no change to impact. Although contract extension is for 12+12 months, the SSA is to be implemented on a year on year rolling basis up to a maximum of 5 years (1 August 2021 – 31 July 2026). There are sufficient reviews and break clauses within the SSA to allow for flexibility.

### 3. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/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 and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>		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)

- **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

11/6/21

Lead person for your impact assessment  
(Include name and job title)

Manmohan Mudhar, Project  
Manager

#### 6. Governance, ownership and approval

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

Name	Job title	Date
Manmohan Mudhar	Project Manager	11/06/2021

#### 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: 6/7/21
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: 6/7/21