

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/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: Lisa Hanson	Contact number: 07891 273480

1. Title: Outcome and recommendations following consultation with 3rd sector organisations regarding a proposal to reduce their funding by 10% recurrently

Is this a:

☐

Strategy / Policy

☒

Service / Function

☐

Other

If other, please specify

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

This assessment is screening the proposals to make 10% funding reductions across a further five grant and contract arrangements, namely: Age UK Leeds, Trinity Network, Community Links (LCC component of the Young Dementia service), Touchstone (Sikh Elders Service), and; Advonet. This proposal represents a 10% reduction in the overall LCC funding of these discretionary services.

In terms of the services themselves and what the LCC funding contributes towards:
Age UK Leeds - This is a grant contribution towards the organisation's core costs and supports the overall work of Age UK Leeds in supporting older people across the city.

Trinity Network – The grant contributes towards the provision of day opportunities and luncheon clubs predominantly offered to older people living in and around the Belle Isle area of Leeds/Middleton Park Ward.

Community Links - Young Dementia service – This contract is for a range of support for

adults with dementia and their family/carers. This includes connecting people to groups and activities within their community helping people to live well with dementia, including 1:1 support or small group activities. The Young Dementia Leeds Hub based in Cottingley offers day respite for younger people living with dementia, providing a structured programme of activities, taking a more creative, less traditional approach to day care.

Touchstone - Sikh Elders – A contract that aims to improve the health and wellbeing of older members of the Sikh community by supporting them to live independently. This involves a dedicated Punjabi speaking team who provide specialised provision and support.

Advonet (non-statutory element) – this contract includes the provision of short-term issue-based advocacy across a range of all client groups and characteristics in Leeds.

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. 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 impacts will be on Leeds citizens who receive support and/or connect with others through the named voluntary sector partners who across them provide services for adults who are either disabled; have other support needs including needs associated with older age. The services affected through this proposal provide support to people through a range of means that maintains those individuals' independence in the community and promotes their health and wellbeing.

The proposal if approved will see a 10% reduction in the revenue from Leeds City Council to each of the affected organisations. Consultation and engagement has highlighted that the funding reductions will have minimal to no impact on people who access two of the five services (Age UK and Trinity Networks) However, with regards to Advonet, Community Links (Young People with Dementia) and Touchstone (Sikh Elders) it has been highlighted that the 10% reduction could lead to some loss of service provision.

The services provided generally support older adults, though will also benefit younger adults and carers. Any reduction to the funding for these services may affect these groups of individuals, however Commissioning Officers will continue to engage with each of the organisations affected to monitor impact if any and to minimise this impact where possible. This will be done by continuing to work flexibly and innovatively, reviewing delivery and expectations to ensure minimal impact where any has been identified and identifying other funding streams, where available.

Overall Leeds City Council continues to invest in the third sector and preventative services, with a range of support offered across a number of organisations all across the city. This investment has resulted in a vibrant third sector that offers choice and a range of alternative opportunities for people of all characteristics to engage with.

- **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)

Between them the services subject to the proposed funding reductions provide support to:

- older people
- people with dementia

- specific BAME communities (Sikh community)
- people and families involved in offering informal care
- people with mental health needs
- disabled people

Consultation and engagement has highlighted that a 10% reduction in Leeds City Council funding income should be minimal with no significant impact on service provision for two of the organisations (Age UK and Trinity Networks). However, responses to the consultation shows there will be an impact of three of the services::

- Advonet –the funding reduction could be contained within existing resources until the third quarter of 2023/24, however there are future changes taking place in relation to Liberty Protection Safeguards and the Mental Health Act that present a level of unknown variables in terms of demand on service resources. This is within the context of already having to reduce community advocacy to ensure statutory duties can be met, which has created a waiting list alongside waiting lists for Independent Mental Health Advocacy and Independent Mental Capacity Advocacy.
- Community Links (Young People with Dementia) – a minimum 10% reduction in day care places and community outreach service, compacted by fixed cost overheads and inflationary pressures.
- Touchstone (Sikh Elders) – a reduction in staff hours/staffing structure which may make the service untenable. In real terms it would be a 10% reduction in weekly worker hours, equating to 5.6 hours per week. Further consultation would be necessary by the service provider but the reduction in hours would result in one session having to come to an end.

Due to the nature of these services, any reduction in service could have a disproportionate impact on people with protected characteristics, with particular note on age, disability and ethnicity. Reductions in service could also have a negative impact on informal carer arrangements.

• **Actions**

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

- On a service-by-service basis, continue to work with each third sector provider to minimise how a funding reduction will impact on service users.
- Signpost organisations to support and advice to help them manage the changes to help minimise any adverse impact on service delivery; including support to identify alternative funding streams
- Undertake further 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 where possible
- Work with providers to identify Asset Based Community alternatives to their service where necessary
- Explore other funding opportunities with key partners where possible.

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
Lisa Hanson	Project Lead, Older People's Commissioning	02/12/2021
Date screening completed		02/12/2021

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 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 Governance Services	Date sent: n/a
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: n/a