

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: Commissioning
Lead person: Tim Sanders	Contact number: (37) 83853

1. Title:
Day services for younger people living with dementia – contract extension

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify: a decision whether to take up the option to extend a contract.

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

Community Links hold a contract with Leeds City Council for the provision of day services for younger people with dementia. This provides a day centre, support at home, and a well-being offer including a carer support worker and memory café. The contract runs from 1st January 2018 – 30th September 2022, with options to extend by up to three years. Community Links has developed the service offer within the same contract funding during the contract lifetime.

This screening relates to the preferred option to extend the contract by the maximum three years; to check what the impact would be, in order to pay ‘due regard’ as described by the Public Sector Equality Duty.

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;

- | |
|---|
| <ul style="list-style-type: none"> • 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)
- Dementia is caused by medical conditions which affect the brain, and leads to physical and intellectual impairment. People living with dementia will be covered by the 'protected characteristic' of disability, and carers will be by association.
- The population of younger people living with dementia is becoming more diverse, especially as more people of diverse minority ethnicities reach late middle age.
- Men and women are equally likely to be affected by dementia in middle age, and to become a spouse carer. There is evidence that women are more likely to take on some aspects of caring roles.
- Compared to most people with dementia, this group are at a different stage of life, with implications for eg. employment, family and social roles.

Consideration has been given to equalities:

- In meetings with the provider, and NHS colleagues leading up to this decision.
- In contract management correspondence and discussions throughout the contract lifetime to date.
- In meetings with people and carers living with younger onset dementia, and staff working with this group of people, in autumn 2021. This was a consultation regarding a different proposal, to implement a 10% cut to the service funding. The decision was made not to cut the service. The information gathered has relevance to this present decision.

- **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)

Positive impacts:

- Extending the contract will give continuity to a much-valued service, and avoid a period of further unsettledness & change. This is especially relevant for people with dementia, and following the past two years and more of the pandemic.
- The service provider has improved uptake of the service from people of diverse minority ethnicities, and has plans to develop this work. The under-representation of people with this protected characteristic was identified by the provider. They are also monitoring diversity of gender and sexual orientation. The contract extension is judged to be the best option to progress this work, rather than asking the provider to focus on a competitive process at this point.

Negative impacts:

<ul style="list-style-type: none"> - It is possible that better progress would be made regarding equalities by going out to competitive tender before the maximum contract duration. However, this is judged to be unlikely.
<ul style="list-style-type: none"> • Actions (think about how you will promote positive impact and remove/ reduce negative impact) - Continue to include diversity in contract management discussions & data. - Obtain diversity data for the diagnosed population to compare to service uptake.

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	15 th July 2022
Date screening completed		15 th July 2022

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:	
<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. 	
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:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent: 15 th July 2022
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: