

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.

Directorate: Adults & Health	Service area: <ul style="list-style-type: none"> • Commissioning • Care Delivery Services
Lead person: Tim Sanders	Contact number: 0113 378 3853

1. Title: *Leeds City Council Care Delivery Services: Specialist residential provision for people with dementia and more complex needs*

Is this a:

- Strategy / Policy**

 Service / Function

 Other

If other, please specify

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

A proposal for:

- a new development of twelve specialist dementia beds at Dolphin Manor, Rothwell; and
- sustaining the existing provision of ten specialist dementia beds, known as 'The Willows', at the Council's RecoveryHub@South.

The Council is / will be the registered provider of both services. Both the funding, and the service provision, involve close partnership working with NHS colleagues. The purpose of these services is to provide out-of-hospital care options for people with psychological, behavioural and other more complex needs in dementia.

The rationale for the proposals is: to reduce lengths of stay in acute and specialist hospitals; provide a further care option within Leeds and reduce placements 'out of area'; and improve outcomes for people and families / carers. The services will offer opportunities for 'recovery' from psychological and behavioural distress which, in turn, enables more choice and lower costs for long-term care arrangements.

3. Relevance to equality, diversity, cohesion and integration

People living with dementia are living with a disabling condition which affects cognitive ability, mood and behaviour, and physical abilities. This puts people at increased risk of longer hospital stays and poorer outcomes.

The diversity of the population in Leeds with a dementia diagnosis broadly reflects the diversity of people age 65+ regarding gender and ethnicity, when the age structures within older populations are taken into account (eg. numbers of people aged 85+ being at significantly higher risk of dementia). Approx. 15% of people with a dementia diagnosis in Leeds are from diverse BAME groups; this amounts to 850 people (data from Public Health Intelligence, GP data extract, January 2022).

There is no data available regarding other protected characteristics, but we can expect the diverse characteristics of the population to apply. Regarding the Indices of Multiple Deprivation, the prevalence of dementia diagnosis broadly reflects the Leeds population. As described in the Leeds dementia strategy, there is a higher prevalence of dementia in more affluent areas where people live longer; but the effect of older age is offset by the increased risk of dementia for people living in more deprived areas.

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"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 	✓	

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 service development proposal is a consequence of understanding the detriment experienced by people living with dementia, regarding the higher risk of hospital admission, and difficulties identifying discharge destinations for people with complex needs.

- **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)

The proposal will have an overall positive impact on out-of-hospital care options for people living with more complex needs in dementia, including emotional, psychological and behavioural needs. The Council's Care Delivery Service is able to meet diverse language, communication, dietary and other cultural needs; and will do so through person-centred care plans for all residents, informed by understanding of diversity and inclusion. Dementia can have the impact of impairing the ability to communicate in languages learned as an adult / second languages; so it is important not to assume the ability to speak languages in which a person may previously have been fluent.

- **Actions**

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

The proposed new service, alongside the existing provision at 'The Willows', will monitor service uptake and outcomes, including analysis by protected characteristics.

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
Kate Daly	Head Of Service, Integrated Commissioning	
Date screening completed		11 th November 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:

- 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: 14 th November 2022
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: