

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:Commissioning
Lead person: Lisa Hanson	Contact number: 07891 273480

1. Title: Extension of the Neighbourhood Networks Grant Arrangements.

Is this a:

☐ **Strategy / Policy** **X** **Service / Function** ☐ **Other**

If other, please specify

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

This screening assessment is of the request to extend the grant agreements for the Neighbourhood Network services from 1st October 2023 for 2 years.

Neighbourhood Network services consists of 37 geographical areas covered by voluntary organisations providing preventative services primarily for older people. These services are outcome-focused and aim to:

- Reduce social isolation;
- Increase involvement and engagement;
- Increase choice and control;
- Improve health and wellbeing.

The delivery of these outcomes is in line with current commissioning priorities and contributes to the outcomes detailed in the Leeds Health and Wellbeing Revised Strategy. It also contributes to the Best Council Plan Priorities, specifically Health & Wellbeing and Age-Friendly 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?		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 services are currently provided to adults aged 60 and are delivered at a range of sites across Leeds. People of any age can access the services to gain information and support for people over the age of 60. These services are currently monitored on a quarterly basis, which would continue to be the case.
- Neighbourhood Network services provide volunteering opportunities for all members of their respective local communities.
- A requirement of Neighbourhood Network services is that they be governed by local people representing the local community, either in the form of management committees or local advisory groups. Any service developments are expected to take place through consultation and feedback from service users. As part of the grant arrangements, the Neighbourhood Network Services are required to evidence commitment to equality, diversity, cohesion and integration. This applies to all aspects of the service, including recruitment and working with individuals accessing the services.

- **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)

- Neighbourhood Network Schemes primarily support adults aged 60 and over living within the Leeds. However the services benefit a range of individuals, including service users, carers, partners, families and neighbours representing a range of ages. These benefits include employment and volunteering opportunities.
- Schemes provide the opportunity for strengthening community cohesion. This is achieved through the provision of local groups and activities shaped and developed by working closely with the local community.
- The Neighbourhood Network Schemes have shown themselves to be welcoming and accessible over the lifespan of the current contracts.
- The Commissioning Team are planning to work with the Neighbourhood Networks prior and during the extension period to develop equity in access and offer across the city.

- **Actions**

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

The proposed funding arrangement will continue to promote positive impact and remove/reduce negative impact by ensuring continued service delivery that:

- is fair across protected characteristics, including age;
- emphasises a person-centred service;
- requires engagement and involvement with the local community;
- considers equality, diversity, cohesion and integration in relation to both clients and staff; requires the organisations that form the Neighbourhood Network to continue to evidence their commitment to equality practices as part of ongoing monitoring.

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

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

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 Commissioning	10/3/2023
Date screening completed 10/3/2023		

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:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: