

# 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.

<b>Directorate: Adults &amp; Health</b>	<b>Service area: Integrated Commissioning</b>
<b>Lead person: Lisa Hanson</b>	<b>Contact number: 07891 273480</b>

## 1. Title: Enhance Programme

Is this a:

**Strategy / Policy**
                 
  **Service / Function**
                 
  **Other**

**If other, please specify**

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

This is a screening assessment of the continuation of the Enhance Programme, a grant funding initiative administrated by Leeds Older People’s Forum (LOPF), for the provision of third sector services to link with the NHS Neighbourhood Teams and support people to regain independence following hospital discharge.

The £898,000 grant fund is being provided by Leeds NHS Community Healthcare Trust (LCHT) (£800,000) and the Department of Communities and Local Government (DCLG) Clinically Vulnerable funding grant (£98,000).

## 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"> <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)

The £898,000 funding will be distributed by the LOPF to the existing third sector delivery partners of the Enhance programme. The aim of the programme is to support safe and sustainable discharge from hospital and neighbourhood teams into a secure home

environment and to link neighbourhood teams with third sector organisations to avoid both delayed discharges and readmissions. The delivery partners mainly work with older people.

The Enhance Programme aims to provide responsive home-based, person-centred, coordinated care and helps people to increase independence and reduce dependency on health 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)

A test and learn ethos will continue to be embedded into the programme throughout year 2 with both delivery partners and neighbourhood teams. Delivery partners will be encouraged to learn from each other and disseminate best practice and new ideas cross the city.

Demographic data of service users including age, ethnicity, disability and sexuality will be collected and collated by LOPF. Quantitative and qualitative performance information will be reported to the programme's steering group (which includes LCC Adults & Health Commissioning and Public Health representatives). This will allow the steering group to have oversight of the diversity of the people who have benefited from the support and provide the intelligence needed to direct service delivery partners accordingly.

- **Actions**

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

The test and learn approach and data/feedback collected during the life of the Enhance programme will identify the degree to which delivery partners are engaging with the more deprived communities in Leeds and with diverse communities. Best practice will be identified by LOPF and the programme steering group and their practice approaches shared with other third sector providers.

Delivery partners of the Enhance Programme will continue to submit quarterly monitoring reports focused on their learning and outcomes. They will also continue to take part in regular contract meetings with the LOPF contact managers and attend regular sessions to share their learning with the programme team and other partners.

LOPF will also gather the case studies of Enhance Programme service users to demonstrate the impact of having access to wraparound service, and these will be used to continually improve the work.

**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)	

<b>6. Governance, ownership and approval</b>		
Please state here who has approved the actions and outcomes of the screening		
<b>Name</b>	<b>Job title</b>	<b>Date</b>
Kate Daly	Head of Commissioning	16 <sup>th</sup> March 2023
<b>Date screening completed</b>		

<b>7. Publishing</b>	
<p>Though <b>all</b> key decisions are required to give due regard to equality the council <b>only</b> publishes those related to <b>Executive Board, Full Council, Key Delegated Decisions or a Significant Operational Decision.</b></p> <p>A copy of this equality screening should be attached as an appendix to the decision making report:</p> <ul style="list-style-type: none"> <li>• Governance Services will publish those relating to Executive Board and Full Council.</li> <li>• The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.</li> <li>• A copy of all other equality screenings that are not to be published should be sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a> for record.</li> </ul> <p>Complete the appropriate section below with the date the report and attached screening was sent:</p>	
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: 17/03/2023
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: