

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 and Health	Service area: Working Age Commissioning
Lead person: Iris Berkeley	Contact number: 0113 3783840

1. Title: Tender Evaluation and contract award of the Leeds Sensory Impairment Support Service.

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The report outlined the tender evaluation process and request to award the contract Leeds Sensory Impairment Support Service (LSISS) commencing 1st October 2023 until 30th September 2028. The service will be contracted for five years with an option to extend for up to a further 36 months (to be taken in any combination) at a total maximum cost of £797,273.69 per annum, £6,378,189.52 for the 8-year duration.

The service will provide a range of services and interventions for Adults and young people in transition from Childrens services who have sensory impairments for people who are deaf, deafened, blind, visually impaired, deafblind or have dual sensory loss.

Adults and Health engaged with 160 service users and 19 stakeholders during October 2021- March 2022 whilst reviewing commissioned sensory services. The outcome of which, informed and shaped the service specification used during the procurement exercise for the contract. A full procurement exercise commenced 7th November 2022, with a deadline of 9th December 2023.

The tender evaluation was conducted by a panel of officers from Adults and Health Directorate which included representation from Working Age Adults Commissioning, a neighbourhood social work team leader and a Rehabilitation Officer for Vision Impairment (ROVI). Procurement and Commercial Services (PACS) oversaw the evaluation process which was based on consensus scoring. Two tenders were returned by the deadline, one of which was deemed non-compliant following a compliance check undertaken by PACS.

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)

- Adults and Health engaged with service users, stakeholders, the wider deaf community as well as other sensory impaired individuals during February – May 2022 to inform and shape the future service specification. In total 160 individuals and 19 stakeholders participated in the consultation.
- The service review identified recommendations to improve service provision and formed the basis of the new service model.
- Recommendations included: a revised service specification that included the development of counselling and therapeutic services; increased recruitment of volunteers and befrienders; enhanced employment and training support to facilitate opportunities for working aged adults with sensory impairment and a planned strategy to further engage with marginalised communities with sensory impairment and consolidate access and involvement with LSISS services.

The updated service specification is compliance with statutory and legal requirements as set out in the Care Act 2014, together with a range of regulations and statutory guidance, i.e. ADASS position statement on vision impairment and personalisation, equipment provision for people with sensory impairment, registering people with sensory impairment on behalf of the Local Authority.

• **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)

• **Actions**

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

The contract award of the LSISS will:

- Have a centrally based accessible office, with services provided on a flexible basis in buildings, meeting rooms and community spaces for face to face meetings and training purposes, impacting many wards across the city.

- Offer specialist information advice and guidance tailored to the needs of people with sensory impairment through partnership with Leeds Teaching Hospital Trust (LTHT) audiology and eye clinics
- Encourage early action to prevent and delay the need for statutory services.
- Increase the number of assessments undertaken and provide appropriate specialist equipment including minor aids and adaptations.
- Undertake statutory responsibilities of the Council in assessing the needs of people who are deaf, deafened hard of hearing, blind and partially sighted. The service includes developing appropriate support plans, carrying out reviews, providing packages of care and co working with the Council for financial assessment.
- Increase in the number of people with sensory impairment into sustained employment and training opportunities.
- Develop innovative counselling and therapeutic services for individuals newly diagnosed with sight loss and experiencing moderate mental health issues.
- Facilitate social groups and partner arrangements with third sector and community assets to increase the number of African, Asian, Caribbean communities and other marginalised groups living with sensory impairment involving/accessing service provision.

The contract will deliver additional social value outcomes related to local skills, employment, and skills; promoting social innovation to safeguard the environment and improving staff wellbeing and mental health.

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
I Berkeley	Commissioning Manager	14/03/2023

Date screening completed		

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 Key **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:14/03/23
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: