

# 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 and Health</b>	<b>Service area: Learning Disability</b>
<b>Lead person: James Anderson</b>	<b>Contact number: 0113 37 85960</b>

## 1. Title: Development of Kirkland Autism Project

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

Adults and Health and Leeds CCG are proposing the development of a specialist accommodation for adults with severe learning disabilities and severe autism who display behaviours which challenge who display behaviours which challenge, on the site of the former Kirkland House site on Queensway, Yeadon in north west Leeds.

This project aims to create a high quality, six-bed medium stay specialised community residential facility.

### 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?		No
Have there been or likely to be any public concerns about the policy or proposal?	Yes	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	Yes	
Could the proposal affect our workforce or employment practices?		No
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>	Yes	

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 aim of the project is to allow people with learning disability and severe autism the opportunity to live a fulfilled life in the community rather than in a segregated in-patient environment. This scheme supports the Best Council Plan in relation to Housing and Health & Wellbeing through:

- “Providing the right housing options to support vulnerable residents to remain active and independent”
- “Working as a system to ensure people get the right care, from the right people in the right place”

The scheme also helps to tackle social isolation and health inequalities for learning disabled and autistic people.

##### *Consultation & Engagement*

Written briefings on the proposed scheme have been provided to the Executive Member for Health, Wellbeing & Adults and to the local ward members who are supportive of the plans.

As well as being the result of extensive discussions between Adults and Health and NHS partners, the need for a service which will both prevent young people with autism being placed outside Leeds and allow people in out of area placements to return has been consistently raised by relatives and carers of children and adults with learning disability and autism.

The care managers working with the TCP cohort of people, have been heavily involved ensuring effective co-production to ensure the proposed environment will meet individual need. Each individual, their families and the current support staff have contributed to person centred plan for each individual. Best interest decisions are made ensuring as much information as possible is gathered from the person themselves and they are put at the centre of the discussion.

The project has a stakeholder engagement plan to ensure that there will be continued involvement of potential residents, relatives, carers, experts by experience and relevant professionals will be involved in the development of the building plans and service specification for the provision of care.

- **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 project will help bring communities together by increasing the contact between people with learning disabilities and autism and the general public in normal community facilities and environments. It will promote equality of opportunity for disabled people who will reside in this accommodation to mainstream community facilities and services as well as the opportunity to live a more fulfilled and less isolated life.

The service will be open to a wide range of ages from young people in transitions to all working age adults

The facility will provide emergency respite care providing family carers a break in times of crises.

- **Actions**

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

There will be consultation with local residents and ward members to help counter or dispel any possible negative pre-conceptions about the new residents of these facilities

Commissioners will ensure that appropriate policies and procedures are in place with the care and support providers as part of the commissioning process.

**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
------	-----------	------

John Crowther	Chief officer Resources Adults and Health	
<b>Date screening completed</b>		8.12.2021

## 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](mailto: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 <b>Governance Services</b>	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: