

Equality, Diversity, Cohesion and Integration (EDCI) 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: Children and Families	Service area: Early Help
Lead person: Jayne Bathgate-Roche	Contact number:

1. Title:
Family Action – Integrated Family Support offer contract early termination

Is this a:

Strategy / Policy
 Service / Function
 Other

If other, please specify

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

As part of our programme of decommissioning to achieve our savings target for 24/25 the contract held with Family Action for the delivery of the Integrated Family Support service was deemed to be in scope for decommissioning.
This contract is currently due to expire on 30th June 2025 and a request to terminate this contract early by exercising the 3 month break clause has been sought.

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)

Equality, diversity, cohesion and integration will all be affected by the termination of this contract.

This recommendation to end the Integrated Family Support Service acknowledges that although we are in communication with staff members from Family Action and the Service Lead from Family Support (Leeds City Council) we are working to restricted timeframes to enact the savings to be realised and therefore wider consultation and involvement with

staff and service users is not possible.

We acknowledge that the impact of these reductions will be widespread and that it is important to act as close to the values, understandings and principles set out within the COMPACT for Leeds.

However, we acknowledge that as these savings are to be enacted at speed there may be challenge linked to the above.

Input from Legal, Procurement and Governance colleagues is ongoing to enact these savings recommendations.

As we work through the decommissioning process evidence will be provided that due regard to equality will be undertaken through the impact assessment process.

- **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)

Previous performance management information gathered from the provider is referenced and conversations that are currently being undertaken with the provider as we embark on the decommissioning process. These conversations include support and advice from:

Family Action

Leeds City Council:

- HR
- Legal
- Procurement
- Service lead – Family Support
- Children and Families Commissioning

Equality

The Integrated Family Support service supports many vulnerable families who will represent those communities who are identified by protected characteristics.

As we embark on this impact assessment, we know that there is a gap in the data we have relating to understanding the true impact of this service ending on vulnerable cohorts and those with protected characteristics. We will request this information from Family Action.

The removal of this service will leave a gap in service for children who are under 10 years of age and who need intensive support and are open to Children's Social Work Services (generally) on Child Protection/Public Law Outline (PLO). The children centres and some clusters do offer a level of support, but this is often not at the intensity needed.

Diversity

The children, young people and families who are supported by this service represent some of our most vulnerable communities who are already affected by the impact of

poverty.

From the start of the service offer to the current day (18/1/24) the service has supported 482 families which includes 1188 children. The service has made a positive impact on the outcomes of these families and children.

The removal of this offer will mean that provider staff (15 in total) will go through the redundancy process within Family Action and this removal will place additional pressure within Children's Social Work teams. This in turn may leave staff without employment either for the short or long term which brings about the impact of poverty.

The removal of the Integrated Family Support offer delivered by Family Action will impact on service users and both the Family Action workforce and Leeds City Council workforce.

The service supports Social Workers to deliver integral support as part of Child in Need plan, Education, Health and Care Plans, supporting Children who are Looked After and those on Child Protection Plans. Again these service users are within our most vulnerable communities where poverty already is having a severe impact on the life chances of those children and young people.

The removal of this offer will mean that this support will either no longer be available to families or families will receive a significantly reduced level of support based on need and affordability.

Cohesion and Integration

Our vision of an integrated and cohesive community includes ensuring that people from different backgrounds have similar life opportunities. The removal of this service will have an impact on those communities who already are vulnerable and lack some life opportunities. Understanding the communities most affected is vital to ensure we target support going forward to those most in need.

- **Actions**

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

As we work with the provider, Family Action, to decommission the Integrated Family Support offer it will be key to gather information in relation to how service users will be supported going forward. Particularly looking at this through a risk assessment framework with colleagues responsible for the allocation of work across Social Work and Early Help teams.

In order to minimise potential public conflict in relation to the service ending it will be important to ensure a consistent communication to those who both refer to the service, use the service and work within the service.

This message will be developed by members of the Children and Families directorate alongside Family Action.

Children and Families Leadership Team will be provided with detail that will inform them of the impact of the removal of this service in order for them to understand the risk that Leeds City Council will now hold as a result of the termination of this service.

The impact assessment will be used as a tool to support the reset of Leeds City Council as we develop within the unprecedented financial challenging landscape with our system partners.

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
Phil Evans	Chief Officer, Service Transformation & Partnerships	2/2/24
Date screening completed		January 2024

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: