

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: A&H	Service area: SKiLs Reablement
Lead person: Adele Priestley	Contact number: MS Teams

1. Title:

Is this a:

- Strategy / Policy**

 Service / Function

 Other

If other, please specify A computer system to share, evidence and manage information used to run a new service.

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

Active Recovery at Home, under the HomeFirst Programme, is developing a joint short-term home-based rehabilitation and recovery offer with the required capacity and approach to support more people to achieve more independent outcomes. To support this ambition, we have combined the resources of Leeds City Council's (LCC) SKiLs Reablement Service and Leeds Community Healthcare's (LCH) Neighbourhood Teams.

To ensure the optimisation of this new approach both organisations require access to necessary health and care history and other information currently kept on different systems.

The approved approach is to create and implement a new SystmOne unit. This has been approved by DLT, Trust Leadership Team (LCH), Digital Board, and Cllr Arif has been briefed.

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)
 - EDCI needs to be considered for staff 'system users' and patients 'service users'

- We are currently in consultation with system users to design the unit around their requirements, including equality monitoring. This will also gather information about employees who either use assistive technology or adjust the way they use technology on an ad hoc individual basis
- The information gathered will include users' needs regarding accessibility e.g contact methods and specific formats.
- We do not currently know the protected characteristic makeup of the system users. We do have equality information on the patients of Active Recovery.
- We are gathering data on SystemOne from LCH, including its accessibility statement.
- CIS has an up-to-date accessibility statement.
- Information Governance colleagues are in the single care record (SCR) working group and will ensure privacy statements are updated.
- Staff engagement sessions will take place throughout the design and build of the system, with ongoing training and support following implementation. Skills audits are planned for LCC staff to assess their digital skills levels and ensure relevant and appropriate training and development plans are in place. Digital Skills team is involved in the SCR working group

- **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)

- Improved service user experience and reduced wait times in Active Recovery for all service users
- Improved partnership working with LCC and LCH (the 'Alliance')
- Improved use of limited resources (spending money wisely)
- Improved reporting functions to inform future services
- Initial change in systems may present training challenges to LCC staff, particularly those with additional access requirements
- Data on service users will be more widely accessible across LCC and LCH

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

- A shared system across organisations can be replicated in other joint working areas such as rehab and recovery beds.
- Privacy statements to be updated
- Consultations with system users underway

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:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Adele Priestley	Programme Manager	5/7/24
Date screening completed		5/7/24

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 for **publishable admin Decisions**.

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 – sent to appropriate Directorate	Date sent: 31/7/24
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: