

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: Adults and Health	Service area: Commissioning
Lead person: Lisa Fisher	Contact number:0113 378 9582

1. Approval to award grant funding to Bevan Healthcare CIC for delivery of the Single Homeless Accommodation Programme

2.

Is this a:

Strategy / Policy
 Service / Function
 Other

If other, please specify

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

Leeds City Council has been awarded a grant of up to £6,544,976.00 from the Ministry of Housing, Communities and Local Government (MHCLG) and Homes England for The Single Homelessness Accommodation Programme (SHAP) for a period of three years.

The programme will provide supported accommodation to those with the longest histories of rough sleeping and the most complex of needs, and vulnerable young people (age 18-25) at risk of homelessness or rough sleeping, along with targeted support as part of the national rough sleeping agenda.

The successful bid is of grant amounting up to £2,265,000.00 for capital costs, and revenue expenditure amounting to £4,279,976.00 for a variety of interventions that include procuring accommodation and delivery of intensive and specialist support.

Approval was given on 29th February 2024 to accept into the Council the grant allocation from MHCLG and Homes England and for subsequent decisions to award funding to a number of third sector organisations for delivery of the support services.

This assessment relates to a subsequent grant award to Bevan Healthcare CIC up to £219,508 to recruit an Art and Occupational Therapist post that will deliver restorative and creative interventions to young people and adults with long histories of rough sleeping and complex needs for a period of three years.

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?	Y	
Have there been or likely to be any public concerns about the policy or proposal?	Y	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	Y	
Could the proposal affect our workforce or employment practices?	Y	
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 	Y	

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 SHAP proposes to support 44 young people and adults with the longest histories of rough sleeping and the most severe multiple disadvantage needs. It aims to engage those who have previously been failed by services and systems and recognises that as a minority group, they need a specialist skill and adapted approach to meet their unique needs that extend beyond housing alone.

To achieve the objectives of SHAP, local systems will need to come together in collaboration – commissioners and service providers; Integrated Care Partnerships; public, third sector, and business sectors – from housing and homelessness, health, substance misuse, criminal justice, skills and employment, domestic abuse systems, to codesign the best local solutions to entrenched rough sleeping.

Through a 12 month consultation and research period, Leeds City Council worked with 18 organisations, 50 front line members of staff and 30 clients in existing homelessness supported accommodation and coproduced a model of ‘The Three C’s: Core, Cluster, and Community’. The new SHAP model will be innovative and deliver support which is person centred, trauma informed, and seeks to break the cycle of homelessness, leading eventually to independent living and stable accommodation. It will provide 44 units of accommodation and a wraparound package of specialist intensive support comprising of intensive visiting support (BARCA), housing management (Leeds City Council), a nurse (Integrated Care Board), an occupational therapist and an art therapist (BEVAN), a psychologist and trauma informed mental health worker (Leeds and Yorkshire Partnership Foundation Trust), housing support workers (Turning Lives Around and St George’s Crypt).

The above support roles were identified as being essential in meeting the needs of those with long histories of rough sleeping and complex needs through an extensive consultation process involving research and a review of existing provision. This led to a thorough production of a strategic gap analysis (included in the appendices). The Strategic Gap Analysis found that this package of support wrapped around an individual’s accommodation would meet gaps in existing homelessness provision and address scenarios whereby individuals returned to rough sleeping.

The key findings from the consultation were that:

- Whilst there are more men, there is an identified need for women also. Therefore the accommodation will be offered to all gender categories.
- People had 4 or more needs; Mental Health was by far the most common need aside homelessness. Staff that were consulted also confirmed that they felt they were spending more time supporting people around their health needs that they felt inadequately trained and skilled to deal with and that they struggled to get

support from the right people within health organisations. Therefore SHAP needed to provide in house specialist mental health and therapeutic support.

- People were in and out of short term placements and struggled to maintain a tenancy for long periods. SHAP is designed to not be time limited.
- Whilst it is rare to find women and young people rough sleeping on street counts, there is strong evidence to suggest that they remain hidden in precarious situations and can be 'masked' through sexual exploitation and domestic abuse, criminal exploitation and gang activity. High risk sofa surfing also noted as a feature. The definition of rough sleeping for SHAP needs to be mindful of this.
- The service needs to be accessible and inclusive to all groups of marginalised homeless people.
- Although small in numbers, there are huge delays and impacts around housing couples, people with pets, anyone with PPU restrictions and arson convictions. SHAP accommodation will provide fire proof, disability adapted properties and cater for couples and pets.
- Young people- They told us that they were scared, anxious & isolated. They experienced services as unhelpful & wanted more specialist, youth focussed support, genuine offers of help & someone to talk to. SHAP will provide specialist young person support agencies.
- Most had higher rates of custodial sentences, women's sentences being short term and repetitive. SHAP will need to consider how tenancies can continue to run alongside short stays in prison.
- Learning and physical disability – can be undiagnosed amongst young people, other needs can come to the fore, over shadowing disability. An extensive budget towards staff training is available within SHAP.

- **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)

In addition to the above consideration around different characteristics of those to be supported by SHAP we have also considered the following:

- Building community relations and embedding community support within individual recovery: through communication and identifying a wider network of support within the area of each tenancy. Also integral to this process has been communication with housing management and anti-social behaviour teams on any potential properties and avoiding problematic areas or saturating areas of deprivation.
- Contribution towards growing economy: SHAP as created a minimum of 30 full time jobs.
- Less impact and financial pressure on emergency services: By providing the right level of support at the right time we can be more preventative as opposed to reactionary which alleviates pressures on emergency services.
- Providing sustainable and energy efficient homes: All SHAP properties will meet requirements with some being new build / refurbished properties to new energy rating standards.
- Early engagement with clients to prevent repeat homelessness: by engaging

- clients early we are reducing the chance of them disengaging with support.
- Involving wider systems to mitigate risks around tenancy failure: The SHAP Partners Group includes members of WYP and LASBT.

- Actions**

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

In addition to the above, the new SHAP services will be co-produced and managed with third sector organisations who are experienced in supporting this client group. We will also link up with specialist resources from LYPFT, health care providers and those specialising in managing addiction and substance misuse issues.

Wrap around support will be provided to anyone who is planning to leave the SHAP services and move into their own independent accommodation.

Consultation has taken place with the Executive Member for Housing since June 2023 about the opportunity for SHAP funding, the proposed content of bids and the expected outcomes for the city.

Regular updates will be provided to the Executive Member during mobilisation and delivery of the project. The services involved in delivery and officers within Adults and Health Commissioning will continue to update ward members and communicate with the community and the services within them to minimise any negative impacts, promote positive publicity and address stigma surrounding people who sleep rough.

Services will continue to be contract managed by the Adults and Health Commissioning Team to ensure robust performance monitoring takes place and value for money is being achieved for the Council.

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
Julie Staton	Head of Commissioning	27/9/24
Date screening completed		27/9/24

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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: