

# 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: Working Age Adults Commissioning</b>
<b>Lead person: Danielle Mitchell</b>	<b>Contact number: 0113 3784658</b>

**1. Title:** Contract awarding for the care and support contract (52649) for the Kirklands Learning Disability and Autism service

Is this a:

**Strategy / Policy**
         
  **Service / Function**
         
  **Other**

**If other, please specify**

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

Adults & Health and Leeds ICB are planning to award the care provider contract for the Kirklands Learning Disability and Autism service to The Bridge Community Care LTD. A full procurement exercise was undertaken throughout 2023 and 2024.

**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.

<b>Questions</b>	<b>Yes</b>	<b>No</b>
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 adults with severe learning disabilities and complex autism the opportunity to live a fulfilled life in the community rather than in an in-patient hospital environment. This includes enabling hospital discharge into a community setting as well as preventing hospital admissions/out of area placements. 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 adults with learning disabilities and autism.

### *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 adults with learning disabilities and autism being placed outside of 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 disabilities and autism.

The care managers working with the Transforming Care Programme (TCP) cohort of individuals have been heavily involved ensuring effective co-production to ensure the proposed environment and support will be bespoke to meet individual need. Individuals, their families and the current support staff have contributed to a person-centred plan for each individual. Best interest decisions will be made for individuals including place of residence and support, ensuring individuals are fully consulted in accessible formats taking into account any previously expressed wishes, and they are put at the centre of all decision making.

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 promoting integration of individuals with severe learning disabilities and complex autism into the community, creating opportunities for interaction between these individuals and the general public. The project will also offer equality of opportunity for individuals with learning disabilities to access 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 age range of adults from 16 upwards.

The facility will also 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 has been consultation with local residents and ward members to help counter or dispel any possible negative pre-conceptions about the service and the cohort of individuals moving into the service.

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

The service in itself will be improving the health and wellbeing of some of the most vulnerable individuals in our society and improve access and equity of access to social care services for disabled people.

**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:	N/A
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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
Kash Ahmed	Deputy Director – Integrated Commissioning	13/09/2024
<b>Date screening completed</b>		13/09/2024

**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](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: