

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: Ian Street, Commissioning Programme Lead	Contact number: 0113 378 7859

1. Title: Authority to modify contract with Change Grow Live for delivery of the Integrated Offender Management service under Regulation 72(1)(b) of the Public Contracts Regulations 2015

Is this a:

Strategy / Policy
 Service / Function
 Other

If other, please specify

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

This report seeks approval to modify the Integrated Offender Management (IOM) contract utilising Regulation 72(1)(b) of the Public Contracts Regulations 2015 held with Change Grow Live by extending the contract period for a period of up to 24 months. The contract is due to expire in 2025 and there is no further extension provision. There is work underway to review and re-procure the service, the ongoing change within the criminal justice and risk of disrupting key services means additional time is required to continue with the provision of this contract and identify a future IOM service for procurement.

The IOM service is delivered by Change, Grow, Live (CGL) alongside key partners to ensure a specific identified number of individuals who are leaving prison, or known to be prolific offenders, receive support and supervision to reduce re-offending and enable them to live independently in the community.

CGL work in partnership alongside West Yorkshire Police and Probation services to identify individuals suitable for the service, and through support staff provide direct interventions to assist people into accommodation, claim benefits, address substance misuse issues, and comply with any statutory licence requirements

Since the current contract was awarded in 2020 several changes have taken place within the criminal justice field, impacting on the IOM service, notably the early release initiatives to relieve pressure on prison spaces. This has resulted in an increase in numbers of individuals seeking support, and some being directed towards IOM.

Further changes introduced since the current contract was awarded include drug and alcohol interventions by variation with additional grant funding, activity funded by Public Health England to increase interventions around drug testing and alcohol treatment. This has seen the IOM service take on additional staffing to co-ordinate testing, in partnership with Forward Leeds.

Recently Probation services in Leeds have re-organised and taken steps to co-locate alongside CGL and Police staff, increasing opportunities for joint working and more effective delivery of services.

In order to take into account these service changes, and future changes to IOM which need to be referenced in a service model, a period of review and remodelling is needed followed by procurement. The current contract expires at 31st March 2025 and additional time is needed to complete the process. It is expected the review work will re-commence January 2025 and a procurement exercise take place during 2026.

The review process will reference Equality and Diversity to ensure that any new service is accessible and considers varying needs of clients. The work of IOM is to ensure reduced rates of re-offending and promote community safety.

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)

This will be considered as part of the strategic review work. Data is available to consider the profile of clients accessing IOM, identify any resources required to meet differing needs.

- **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)

These will be identified during the review work.

- **Actions**

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

These will be identified during the review work.

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
Julie Staton	Head of Commissioning	24 th October 2024
Date screening completed		24 th October 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:
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For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: