

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: Adults and Health	Service area: Area Social Work
Lead person: Nyoka Fothergill – Head of Area Social Work, Adults and Health	Contact number: 07891278038

1. Title: Implemetation of Early Intervention Team (EIT) Operating model

Is this a:

- Strategy / Policy**
 Service / Function
 Other

Service Transformation

If other, please specify

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

This EIA is screening the impact of the implementation of the new Early Intervention Team (EIT) operating model. The new operating model will embed a new way of working by utilising Occupational Therapists and Social Workers as the first point of contact for Adult Social Care services. The approach will enable them to identify a person’s needs in a timely way and provide the most appropriate support to maintain their independence and support them to remain in their own home for longer.

The new model is expected to deliver benefits including:

- Reducing the number and size of Homecare packages following an EIT assessment.
- Reducing spend on cost of new Homecare packages

- Diverting people and signposting to other services/agencies
- promoting the use of aids and other equipment that maximise mobility and improve access in their home environment

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?**

The news ways of working will improve access to services and timeliness of assessments, so in turn will reduce the wait time for assessments which is currently in excess of 6 weeks.

The proposal could significantly improve access to information and advice as well as access to ASC services for our ethnically diverse communities, carers and local agencies as set out below in the key findings.

- **Key findings**

A pilot to test this new way of working has already taken place (in the South area of Leeds) and the analysis of this approach demonstrates that people get a quicker assessment and smaller packages of care, as the focus is on prevention and maximising independence to support people living in their homes for longer. The analysis also demonstrates that by applying an EIT criteria to people who are 'new' to the ASC service that these assessments result in people being sustained with smaller packages of care for upto 6 months.

This new way of working will provide an early intervention approach which will be a city wide operating model. The approach will enable a focus on promoting access to information and advice and promoting independence to assist people living in their homes for longer, through use of aids and equipment.

We are aware that we have a low take up of ASC services from our ethnically diverse communities. so this new way of working will allow us to strategically place ourselves in key neighbourhoods such as Chapeltown and Harehills, so we can remove some of the access barriers for these communities. Also by having a visible presence in these localities it is envisaged that communities will become more aware of the role and pathways into the ASC service.

Plans are also in place to consider how the team could work more flexibly and have touch down bases within community spaces. This locality working is in line with the neighbourhood team approach where they already have 'Talking Points ' across the city and this provides an opportunity for us to provide the early intervention (EIT) service from some of these locations.

- **Actions**

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

The Early Intervention project will be measured using the key success indicators below:

- Reduction in waiting time from referral to decision from the Early Intervention Team
- Increase in uptake of ASC services from ethnically diverse communities
- Reduction in the number of safeguarding referrals
- Increase in number of people accessing information and advice about ASC services or other agencies that can support their health and wellbeing .
- Increase in the number of people going into reablement and exiting as independent.
- Reduction in repeat calls to the Contact Centre chasing referrals
- Increase in provision of telecare and equipment – reducing the need for packages of care

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
Nyoka Fothergill	Head of Area Social Work – Adults and Health	08.01.2025
Date screening completed		

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 PAD.

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 PAD.
- 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: 9/1/25
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent:

