

PART A - Initial Equality Screening Assessment

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 and diversity.

A **screening** process can help judge relevance and provide 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 and diversity
- whether or not equality and diversity is being/has already been considered, and
- whether or not it is necessary to carry out an Equality Analysis (Part B).

Further information is available in the Equality Screening and Analysis Guidance – see page 9.

1. Title	
Title: Learning Disability/Autism- Developing Commissioning Solutions	
Directorate: ACH&PH	Service area: Strategic Commissioning
Lead person: Nathan Atkinson	Contact number: (01709) 822270
Is this a:	
<input type="checkbox"/> Strategy / Policy	<input checked="" type="checkbox"/> Service / Function
	<input type="checkbox"/> Other
If other, please specify	

2. Please provide a brief description of what you are screening
<p>The Cabinet and Commissioner's Decision Making of 21 May 2018, approved the recommendations set out in the report 'The Transformation of Services and Support for People with a Learning Disability'. The report outlined the approach of moving away from the then existing building based locations to alternative ways of delivering care and support in the local community.</p> <p>Following the approval of this report, the Council has developed the 'My Front Door'</p>

approach, to ensure that the services which an individual accesses are more person centred and the individual has more role in shaping their support plan.

Following the approach set out in May 2018, the Council Cabinet will be asked to consider a further report on 19 October 2020. The report outlines commissioning intentions for services for people with a Learning Disability and/or Autism. These commissioning intentions will strengthen independence, choice and control for people within Rotherham, and support the My Front Door programme.

The report focusses on the key services areas of supported living and day opportunities.

The report outlines this approach as a method of delivery:

Stage One – Service Continuity and Maintenance:

There are several contracts are coming to an end that need to be maintained in the short term so that the Council can continue current service delivery whilst Stage 2 and 3 are completed.

Stage Two – Assessment and Planning:

Supported Living - Benchmark with other local authorities to understand best practice, outline the budget and financial envelope. Undertake market engagement to test provider appetite, pricing, offer, and undertake public engagement to help design the new offer. The revised specification will be developed using a co-production approach.

Day Opportunities - An audit/assessment of current provisions will be undertaken this will include a mapping of needs vs offer as well as financial/contractual assessment.

There will be creation of a development plan for community catalysts that reflects best practice and new service needs together with the development of a new service specification for commissioned services as part of the assessment and planning work. The revised specification will be developed using a co-production approach.

Stage Three - Delivery and Implementation

The types of services which are included in the scope of the transformation will include supported living, day opportunity/activity based services, respite services, and employment support services.

Stage 2 will determine the procurement vehicle, and following this a procurement exercise will take place as part of Stage 3.

The report proposes that a further Cabinet report will be brought forward in eight month's time, which will contain further details of Stage 3.

3. Relevance to equality and diversity

All the Council's strategies/policies, services/functions affect service users, employees or the wider community – borough wide or more local. These will also have a greater/lesser relevance to equality and diversity.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, disability, sex, gender reassignment, race, religion or belief, sexual orientation, civil partnerships and marriage, pregnancy and maternity and other socio-economic groups e.g. parents, single parents and guardians, carers, looked after children, unemployed and people on low incomes, ex-offenders, victims of domestic violence, homeless people etc.

Questions	Yes	No
Could the proposal have implications regarding the accessibility of services to the whole or wider community?	X	
Could the proposal affect service users?	X	
Has there been or is there likely to be an impact on an individual or group with protected characteristics?	X	
Have there been or likely to be any public concerns regarding the proposal?	X	
Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?	X	
Could the proposal affect the Council's workforce or employment practices?		X

If you have answered no to all the questions above, please explain the reason

If you have answered **no** to all the questions above please complete **sections 5 and 6**.

If you have answered **yes** to any of the above please complete **section 4**.

4. Considering the impact on equality and diversity

If you have not already done so, the impact on equality and diversity should be considered within your proposals before decisions are made.

Considering equality and diversity will help to eliminate unlawful discrimination, harassment and victimisation and take active steps to create a discrimination free society by meeting a group or individual's needs and encouraging participation.

Please provide specific details for all three areas below using the prompts for guidance and complete an Equality Analysis (Part B).

- **How have you considered equality and diversity?**

(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)

These proposals will affect existing users of these services within the Borough.

In terms of data about the cohort, the Council supports 767 customers aged over 18 with a Learning Disability and/or Autism accessing 1349 placements/services. Services are either directly commissioned by the Council or indirectly commissioned through a Direct Payment. The providers who deliver Day Opportunity Services also support the respite needs for the Unpaid Carer(s) of people with disabilities, namely Learning Disabilities and/or Autism.

The current specifications for services, already makes clear the Council's expectations of providers in terms of Equality and Diversity.

The revised specifications will be co-produced with people who are accessing existing services in Rotherham and will also reflect Equality and Diversity requirements.

An Equality Analysis will provide an opportunity to consider in more detail the impact of the service changes and any necessary actions, taking into consideration all of the Protected Characteristics under the Equality Act 2010.

- **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 proposal to develop these services will have a positive impact on the different quality characteristics of the people accessing the service. There will be an increased choice and this will be developed through co-production with people who access the services.

- **Actions**

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

The service specification requires that the service fully understands it's role in promoting equality and diversity in the provision of the service and can describe how it will monitor and evidence this.

The performance of the provider will be monitored over the length of the contract, as part of it's contract monitoring and quality assurance processes.

Date to scope and plan your Equality Analysis:	September 2020
Date to complete your Equality Analysis:	September 2020
Lead person for your Equality Analysis	Garry Parvin, Joint Head of

(Include name and job title):	Service, Learning Disability, Autism and Transition Commissioning
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5. Governance, ownership and approval

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

Name	Job title	Date
Nathan Atkinson	Assistant Director, Strategic Commissioning	August 2020

6. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given.

If this screening relates to a **Cabinet, key delegated officer decision, Council, other committee or a significant operational decision** a copy of the completed document should be attached as an appendix and published alongside the relevant report.

A copy of **all** screenings should also be sent to equality@rotherham.gov.uk For record keeping purposes it will be kept on file and also published on the Council's Equality and Diversity Internet page.

Date screening completed	
Report title and date	
If relates to a Cabinet, key delegated officer decision, Council, other committee or a significant operational decision – report date and date sent for publication	
Date screening sent to Performance, Intelligence and Improvement equality@rotherham.gov.uk	