

Appendix 2a

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: Mental Health Service Review		
Directorate: Adult Social Care	Service area: Mental Health	
Lead person: Andrew Wells	Contact: Andrew.wells@rotherham.gov.uk	
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
Adult Social care are reviewing the delivery of the Mental Health Social Care service which is currently under the integrated management of Rotherham Doncaster and South Humber Trust (RDaSH). Consequently, consideration within this report has to be given to RMBC's legal responsibility as a public authority under the Human Rights Act and the Equality Act. .

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
<p>Could the proposal have implications regarding the accessibility of services to the whole or wider community?</p> <p><i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i></p>		X
<p>Could the proposal affect service users?</p> <p><i>(Be mindful that this is not just about numbers. A potential to affect a small number of people in a significant way is as important)</i></p>		X
<p>Has there been or is there likely to be an impact on an individual or group with protected characteristics?</p> <p><i>(Consider potential discrimination, harassment or victimisation of individuals with protected characteristics)</i></p>		X
<p>Have there been or likely to be any public concerns regarding the proposal?</p> <p><i>(It is important that the Council is transparent and consultation is carried out with members of the public to help mitigate future challenge)</i></p>	X	
<p>Could the proposal affect how the Council's services, commissioning or procurement activities are organised, provided, located and by whom?</p> <p><i>(If the answer is yes you may wish to seek advice from commissioning or procurement)</i></p>		X

<p>Could the proposal affect the Council's workforce or employment practices?</p> <p><i>(If the answer is yes you may wish to seek advice from your HR business partner)</i></p>	X	
<p>If you have answered no to all the questions above, please explain the reason</p>		

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?**

The proposal within this cabinet report will impact directly on staff and potentially on individuals who use the physical building within the day service provision of Wellgate Court and Dinnington Old Library. Please note that the current building is not fit for purpose, however, the buildings will not close until another suitable building base is identified and open. Although the Day service provision has been delivering in the community since the onset of the national COVID pandemic (outside of lockdown periods) with good effect and outcomes There are concerns that the buildings are unsuitable due to the size, lack of ventilation (no windows or direct light) and no internet provision to enable the staff to undertake their roles and to keep in touch.

Other aspects of the impact of the public facing social care service for the Social Care revised model, will be for example enhanced face to face meeting, Care Act assessment and service delivery will be positively enhanced by the separation from the current health/medically focused service delivery of the current integrated model with RDaSH reducing.

- **Key findings**

Overall, the proposed service model has been developed to enhance the customer journey within mental health, alongside the developments within all other Local Authority Adult Care provision as set out in the Target Operating Model.

Staff have a very clear vision of the changes and have been instrumental in service design and proposed delivery through consultation, focus groups and revised methods of working.

- **Actions**

Formal consultation with users of the service, staff, family members and carers with regard to building based community support and reablement.

Date to scope and plan your Equality Analysis:	Mid-January 2023
Date to complete your Equality Analysis:	April 2023
Lead person for your Equality Analysis (Include name and job title):	Andrew Wells Head of Service Mental Health and Safeguarding

5. Governance, ownership and approval

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

Name	Job title	Date
Ian Spicer	Director Adult Care, Housing and Public Health	23 January 2023

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	22.11.2022
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Report title and date	Mental Health Review – February 2023
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	22.11.2022