

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/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Adult Social Care/Public Health/Children's Services	Service area: Health Partnerships
Lead person: Cath Roff/Ian Cameron/Nigel Richardson	Contact number: 0113 3783982

1. Title: Leeds Health and Wellbeing Strategy

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

As stated in the Health and Social Care Act 2012, Leeds City Council and the 3 Leeds Clinical Commissioning Groups have an 'equal and joint statutory duty' to produce and publish a Joint Strategic Need Assessment and a Joint Health and Wellbeing Strategy. This responsibility is discharged through the Health and Wellbeing Board, with the first strategy running from 2013 – 2015. The Board is currently overseeing the development of a strategy for 2016 and beyond and it is this refreshed strategy, due to be launched in Spring 2016, that is being screened. This refresh process offers the opportunity to consider strategic direction and review the priorities within the current context of challenges and opportunities as Leeds strives to become the Best City for Health and Wellbeing.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/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 and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

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)

The Health and Wellbeing Strategy is an overarching partnership strategy with the vision that “Leeds will be a healthy and caring city for all ages where people who are the poorest will improve their health the fastest”. It acts as a framework for health and care organisations in the city as they plan, commission and deliver programmes of work. As such, individual organisations are best placed to identify the impact of these work programmes through their own screening processes and policies including those that address equality.

However, as part of the process to develop a new strategy there has been an initial phase of engagement, undertaken between August and November 2015. The following activities have been used to engage key stakeholders in the refresh process:

- Running workshops with key stakeholders from partner organisations, including Leeds City Council members
- Presentations at relevant Boards and Partnership Groups
- A dedicated page on the ‘Inspiring Change’ Website containing information for citizens of Leeds to provide feedback and for groups to run their own engagement sessions on the refresh of the strategy
- Circulation of key material to enable organisations in the 3rd sector to engage with their users

An overview of the key messages from this period of engagement was presented to the Health and Wellbeing Board in November 2015. A copy of the accompanying report can be obtained by calling the Health Partnerships Team on 0113 3783854.

The next phase of engagement will take place between December 2015 and January 2016. Activities will include:

- An updated page on the ‘Inspiring Change’ Website incorporating an electronic feedback form
- Further presentations and workshops at boards, groups and organisations across the different partners within the city including the private sector
- Presentations to Elected Members
- Work with relevant organisations to target ‘seldom heard’ groups

An overview of the key messages from this phase of engagement will be fed back to the Health and Wellbeing Board in March 2016 and used in the production of the final version

of the refreshed strategy.

- **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)

- Providing joined-up care based around the needs of all citizens will be a key outcome of the refreshed Health and Wellbeing Strategy. This joined up approach as organisations work closely together to provide services will benefit all people of all ages.
- The strategy has the overarching aim of improving the health of the poorest fastest and therefore will have an impact on reducing health inequalities across all citizens of Leeds.
- 'Parity of esteem' between mental and physical health is an underpinning principle of the strategy.
- Leeds' innovative work to improve health through new technologies is likely to reduce social isolation through encouraging people to connect in different ways.
- The strategy promotes Leeds as both a child friendly and an age friendly city.

- **Actions**

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

- We will actively seek to engage with relevant communities through appropriate means/networks as part of our phased engagement approach to develop the strategy as well as making use of social media and a strong web presence.
- The strategy will include some underpinning principles which will seek to reduce negative impact and promote positive impact, e.g. parity of esteem between mental and physical health.
- As the strategy acts as a framework for action with health and care organisations within the city, responsibility lies with individual providers to monitor service usage by different equality groups.
- We will monitor progress made on the strategy. This will be alongside ongoing work on the city's Joint Strategic Needs Assessment.

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:	
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

Name	Job title	Date
Rob Kenyon	Chief Officer, Health Partnerships	13/01/2016

7. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screening's should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed	14 th December 2015
If relates to a Key Decision - date sent to Corporate Governance	14 th January 2016
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	