

# 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.

<b>Directorate: Adult Social Care/Public Health</b>	<b>Service area: Older people and Long Term Conditions</b>
<b>Lead person: Mick Ward/Lucy Jackson</b>	<b>Contact number:</b>

## 1. Title: Making Leeds the Best City to Grow Old in

Is this a:

☐

Strategy / Policy

☐

Service / Function

☒

Other

If other, please specify **Breakthrough Project**

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

Making Leeds the Best City to Grow Old in is one of the council's eight breakthrough projects. A new way of working across directorates that engages partners and communities differently.

The breakthrough project takes a citizenship approach, applying to the entire population. It therefore does not include all the programmes of work in relation to health and social care for older people, which are picked up elsewhere, whilst recognising that there are obvious links and synchronicities.

The approach ensures that there is a strong focus on social networks within neighbourhoods and the city; promotes social capital and participation; age-proofs and develops universal services; reduces social exclusion and works to change social structure and attitudes.

### 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. 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"><li>• Eliminating unlawful discrimination, victimisation and harassment</li><li>• Advancing equality of opportunity</li><li>• Fostering good relations</li></ul>	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 2011 Census showed that almost 150,000 in Leeds aged 60 and over. This accounts for 1 in 5 of our population (20%). This is higher than other core cities such as Nottingham (9%) and Manchester (12%).

By 2021 it expected that those aged 50+ will rise to 256,585 and those aged 80+ expected to rise to 39,091. As more people in the city live longer there presents challenges in terms of the complex needs they are living with. In Leeds the number of frail elderly requiring health and social care support is increasing while the financial situation sees budgets decreasing or stopping. Leeds is also the most ethnically diverse city outside of London in the UK. This requires local organisations to think and work differently to provide targeted services based on need and utilising the assets within the growing population.

We have mapped where older people live in the city which shows that as people age they tend to migrate from the city centre to live in more rural, less deprived wards on the edge of the city.

Using pension credit as an indicator of older people's deprivation we can see that income deprived older people live in the inner areas of the city. The wards with a higher proportion of older people receiving pension credit correspond largely with the most deprived wards within the city.

• **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)

Older people living within the more deprived areas of the city will experience the following challenges:

- Inequalities from a lifetime – low income, poor work conditions, poor access to services.
- Older people tend to be living within social or private housing which can be of poor quality and inadequate for their needs
- They experience social isolation, fear of crime and ageism
- Fuel poverty
- The impact of this include excess winter deaths, reduced disability free life years, high fractures and people not dying in a place of choice

Older people living in the outer, more rural areas of the city may be perceived to have good quality living standards, but they still face a number of challenges including:

- Poor transport links which can lead to social isolation and loneliness
- Difficulty accessing services – health, shops, post offices etc.
- Poorly maintained homes – fuel inefficient
- They may be asset rich, cash poor therefore experience financial exclusion
- Fuel Poverty

- **Actions**

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

There are a number of key opportunities for older people within the city. The Board will ensure that these are targeted appropriately to maximise impact and mitigate against any negative impact on different equality groups – e.g

- The plethora of well-established third sector organisations offering services developed for older people by older people. These include the 37 Neighbourhood Networks across the city and locally based branches of national organisations such as Age UK, British Red Cross and MHA. These organisations are supported by Leeds Older People's Forum, which is the voice of older people in the city and supports the third sector, as well as overseeing Time to Shine – focused on tackling loneliness. The needs of different equality groups is a key part of the review of NNs
- Leeds has now been recognised as a member of the World Health Organisations Age Friendly Cities Network. This work is in development however through it we are working to ensure Leeds is a city for all ages.
- An inclusive cultural offer offered through libraries, museums and cultural organisations such as West Yorkshire Playhouse. In addition an Arts and Older People's group has been established consisting of artists, practitioners and cultural organisations that work with older people, to support the further development of this work across the city.
- 4000 hectares of green space across Leeds, ensuring that the city remains one of the greenest and most attractive places to live in Europe. Leeds parks are well used by older people and satisfaction is high. Engagement will focus on those equality groups who are not using this resource
- Support for healthy, active ageing through a range of activities provided in the community, quality assured through the Make It Fallproof scheme. Any gaps in relation to geographical gaps will be prioritised.
- A range of volunteering, employment and learning opportunities where older people are a key target group/audience allowing them to actively participate in the

city and to live healthy, active and fulfilling lives in Leeds.

- A focus on intergenerational projects ensuring ageing is promoted within the city and older people feel worthwhile and valued as citizens of Leeds.

**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
Lucy Jackson	Chief Officer – Public Health	20/12/16
Date screening completed 17/12/16		

## 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](mailto: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 <b>Governance Services</b>	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent:

