

# 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:</b> Adults and Health	<b>Service area:</b> Children and Families
<b>Lead person:</b> Janice Burberry / Deb Lowe / Kate Daly	<b>Contact number:</b>

## 1. Title: Family Healthy Living Programme interim arrangements 2017-19

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

This screening assessment concerns the need to seek approval from the Executive Director of Public Health to set up interim contract arrangements for the family healthy living programme services from 1<sup>st</sup> October 2017 for 18 months, which will align the end dates of the contracts delivering the healthy child pathway strategic commissioning priority. These arrangements will comprise of an extension of the existing contract with Leeds Community Healthcare NHS trust (LCH) for the children’s weight management service (Watch-It) only and new contracts with existing third sector providers for the delivery of children’s physical activity, healthy eating and weight management services.

The family healthy living programme aims to work with existing providers to improve the provision of services promoting healthy weight for children and families by providing physical activity, healthy eating sessions and delivering tailored weight management programmes.

### 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)

As part of a recent service review of the Healthy Living Services in Leeds (for both adults, families and children's provision), Public Health has carried out a wide range of

consultation and scrutiny of local services, including the following:

1. Public Health carried out an extensive Health Needs Assessment (HNA) to inform future commissioning and service planning of healthy living services, which identified groups experiencing inequality.
  - The HNA contained a large number of national and local data sets and evidence bases (including the Leeds Joint Strategic Needs Assessment) in relation to healthy living and identified how particular groups with protected characteristics and populations in areas of geographical inequality are impacted on in relation to key conditions, behaviours or lifestyle related ill health such as obesity, diabetes, mental illness, smoking, physical inactivity and diet.
  - The HNA reviewed the existing healthy living service arrangements in Leeds and includes an analysis of the access to current services by different sections of the population (e.g. gender; ethnic group; postcode and links to areas of deprivation), using records of people who accessed the services in 2014/15. This was then compared to the Leeds population profile (using data from the 2011 census). This found that currently there is good coverage in relation to equality but also identified gaps and where there was a need for greater understanding of the barriers to service access by specific groups and exploration of ways to address by service redesign.
  - The HNA has identified gaps in data and areas where improvements can be made to data capture, to be able to monitor service activity in relation to access by groups with protected characteristics.
  - The HNA includes an analysis of commissioner views on the strengths, weaknesses and gaps relating to current healthy living services, within which issues relating to equality are considered.
  - The HNA includes a review of national and local policy in relation to healthy living services, which set out direction for ensuring services, reduce health inequalities for communities living in areas of deprivation and for vulnerable groups.
  - The HNA sets out a summary of broad considerations in relation to protected characteristics, and the whole review and the procurement was subject to an Equality Impact Assessment.
  - The HNA can be found here <http://observatory.leeds.gov.uk/resource/view?resourceld=4901>
  - A summary of the HNA can be found here <http://observatory.leeds.gov.uk/resource/view?resourceld=4902>
2. A wide range of consultation activities and insight work was undertaken as part of the service review and key considerations to be taken forward were motivators, barriers, self-support, communications, use of a holistic person-centred approach, use of a health coaching approach, physical activity issues, food issues, the needs of vulnerable groups, and addressing inequalities.

The review can be found here <http://observatory.leeds.gov.uk/resource/view?resourceld=4903>

This service review drew information from the following sources specific to children and young people:

- Provider surveys were undertaken to gain current provider views into the strengths and gaps in current service provision compared with the need of their service users
- Current provider consultation was undertaken about both equality issues for service delivery and to determine what types of physical activities encourage children to be active, how to effectively engage with children to be physically active and involve them in service design
- Consultation with pupils of primary schools in the south of Leeds their understanding of the new to be healthy and active and potential barriers to be being so.
- Healthy Living OBA was undertaken with wide range of stakeholders from across the city to determine the priorities for Healthy Living in Leeds.
- Review of previously published Insight reports of consultation work with service providers, service users, health and wider professionals, and the general public in deprived areas.
- Focus groups on healthy living services with over 100 members of the public including BME respondents and people with long term physical and mild to moderate mental health conditions
- Physical Activity HNA on children from birth to 18 year olds, which provided an overview of the issues affecting children's physical activity and how these may be addressed.
- Six workshops were carried with Asian girls (aged 8-21 years old) to gain further insight into their views and experiences of physical activity, eating healthily and healthy weight.

Following a detailed evaluation of the tenders it was not possible to award a new contract to deliver the family healthy living programme to provide services promoting healthy weight for children and families. The proposed approach to offer contracts to the existing providers is considered an interim measure to enable time to complete the further work required to ensure a successful project outcome. The above review findings will be used to strengthen the service specifications of the individual services covered in this report.

- **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 key findings of the above review are:

- 1) The existing services were found generally to be meeting local needs based on data collected (e.g. geographical spread, age, gender and ethnicity), however there were some information gaps in relation to physical activity, learning disabilities and emerging migrant groups such as Eastern European groups, asylum seekers and refugees accessing the services. Services noted that providing for transient communities was a challenge.
- 2) Equality considerations should run consistently across all family healthy living

services.

- 3) Performance frameworks need to collect monitoring information that will evidence the service's effectiveness in addressing the needs of particular target groups, including transient and emerging communities.

### **Actions**

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

The service specifications will be updated or where appropriate contract variations be undertaken to ensure that the new contract arrangements for the existing services take account of the above findings. This includes, but not limited to:

- 1) Where not already the case, providers will target BME families.
- 2) The performance framework will be updated for each service to cover any identified gaps and to ensure service delivery and accessibility is effectively monitored in relation to equality
- 3) Where not already the case service user evaluation should involve service users from diverse backgrounds to monitor their satisfaction of services
- 4) A new requirement will be added to require the providers to conduct annual consultation exercise with both service users and the local communities to gain an understanding of the barriers faced in accessing services. The service will be expected to identify and implement where possible, necessary adjustments that may be required to service delivery in order to enable access from all backgrounds and specifically those with protected characteristics.

**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:	N.A
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Date to complete your impact assessment	N.A
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Lead person for your impact assessment (Include name and job title)	N.A
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### **6. Governance, ownership and approval**

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

<b>Name</b>	<b>Job title</b>	<b>Date</b>
Sharon Yellin	Consultant in Public Health	May 2017
<b>Date screening completed</b>		

### **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: