

## 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</b>	<b>Service area: Partnerships</b>
<b>Lead person: Rob Kenyon</b>	<b>Contact number:</b>

### 1. Title: Health and Well-being Strategy

Is this a:

**Strategy / Policy**
     
  **Service / Function**
     
  **Other**

**If other, please specify**

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

**The Health and Well-being Strategy is a partnership document that sets out the health and well-being priorities for the city that will shape health and social care services for Leeds.**

**The city partners responsible for producing the Health and Well-being Strategy include; Leeds city Council; NHS Airedale, Bradford and Leeds; Leeds Clinical Commissioning Groups; Third Sector Leeds; and Leeds Local Involvement Network.**

### 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"><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)

There are two main strands of work that support our background knowledge regarding potential equality impacts. Firstly, the Leeds Joint Strategic Needs Assessment (JSNA) 2012. The JSNA is a continuous process for identifying and publishing identified health needs, along with the implications of those needs for the city of Leeds. It contains a specific section on equality considerations and recommends some actions for improvement including the greater involvement of people in deciding priorities and making decisions. The purpose is to inform commissioners and influence priorities and the use of resources as part of the commissioning strategies and plans for Leeds. The information contained within the JSNA has been used to inform the development of the Leeds Health and Well-being Strategy and was itself subject to an equality impact assessment (EIA). A copy of the JSNA is available at [www.westyorkshireobservatory.org/leeds](http://www.westyorkshireobservatory.org/leeds) A copy of the EIA is also available as an appendix to this document.

The second strand is that the city partnership have recently agreed a new set of overall priorities for the city. These are formally set out in Vision for Leeds 2011 to 2030 and City Priority Plan 2011 to 2015. In developing these priorities a full consultation and engagement process took place which aimed to:

- use an effective range of consultation methods
- use accessible consultation materials that would appeal to and engage with more Leeds' citizens
- work with partners to avoid duplication, maximise resources and participation and to increase opportunities for joint consultation

In order to facilitate the effectiveness of the consultation marketing took place which included: a week-long series of articles in the Yorkshire Evening Post, E-marketing ( bulk emails to specific groups such as children and young people), Radio – East Leeds FM and Radio Asian Fever, and promotion at events e.g. Carnival

A Leeds-based agency, Home, was appointed to develop a public-facing campaign identity and website for the consultation. They developed an independent brand What if Leeds ...? Talk today. Shape tomorrow. The e-consultation included use of social media by setting up ' What if Leeds ' Facebook, Twitter and LinkedIn accounts, and also linked to other websites e.g. Libraries, universities

In addition a variety of other methods were used to ensure full engagement with all communities, which included both printed surveys and more than 200 face to face groups.

Independent analysis by QA Research (independent social and market research agency) shows that the consultation and engagement exercise was successful. A range of methods was used in order to engage with as broad an audience as possible. The innovative approach, using new technology, was well received by members of the public, including equality hub representatives (representatives involved in the corporate response to consultation and engagement regarding delivery of council services).

There was also genuine appreciation, expressed by members of the public, for the transparent, open and innovative approach to the consultation adopted by the Leeds Initiative team.

The face to face sessions were particularly useful in reaching out to under-represented groups. The QA report states ‘ *Generally, it is apparent that considerable effort has been made to gather the views of harder to reach groups from across the city and there has clearly been success here with efforts made to engage homeless, vulnerable and disadvantaged residents, LGBT residents, those living with disabilities ( both physical and mental health ) and residents with drug dependency problems.*’

QA also concluded that ‘ *Considerable effort has clearly gone into the consultation and the evidence suggests that it has successfully gathered the views of a range of groups from across the city.* ’

A full report outlining the consultation and engagement process and outcomes from this is available [www.leedsinitiative.org/assets/0/20/22/24/28/3960/3af797c1-82aa-49c2-bd13-4f15d322d42a.pdf](http://www.leedsinitiative.org/assets/0/20/22/24/28/3960/3af797c1-82aa-49c2-bd13-4f15d322d42a.pdf)

- **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 consultation described above and the detailed intelligence about Leeds and its communities contained within the JSNA have ensured that equality considerations have been upper most when developing the Health and Well-being Strategy. The key findings are:

- Consultation and engagement with some groups needs to be improved to fully understand the Health and Social Care needs of those groups to ensure appropriate services and service pathways are in place particularly Lesbian, Gay, Bisexual and Transgender communities and Roma communities
- Health related data for some groups/conditions needs to be improved; older people; Lesbian Gay Bisexual and Transgender people; people with dementia; people with autism; carers; and physical and sensory impairments. Such improved data will enable us to identify under representation of groups accessing services and where necessary put actions in place to redress the balance.
- Across all areas of the JSNA more detail would be beneficial because at present there is a concern there are gaps in our knowledge which may mean some groups are at a disadvantage when accessing health and social care services.
- Groups do not routinely receive feedback to consultation exercises.

At the heart of the strategy is the principle that “People who are the poorest, will improve

their health the fastest". This will clearly have very positive impacts with regard to equality characteristics. A potentially negative outcome is that relationships could be affected if one group feels they are not getting something another group can access.

- **Actions**

**(think about** how you will promote positive impact and remove/ reduce negative impact)  
 Many of the issues above particularly those relating to improved data are detailed in the JSNA EIA action plan (attached as an appendix) and future revisions of the JSNA will include improved information on equality groups. This plan provides detail of specific actions designed to improve our understanding of health needs across Leeds so that we are better placed to provide the appropriate interventions. As an example, we will work with the third sector to increase the breadth of information that we hold. Specifically, we will hold a series of workshops with the Healthy Lives Leeds Network to enable them to contribute information that they hold into the JSNA.

As the Health and Well-being Strategy is delivered it will be crucial that equality considerations are embedded within individual action plans for each of the five outcomes across relevant and appropriate equality characteristics. Each action plan should specifically consider relevant issues of equality. It should be particularly mindful of any negative impacts and propose ways in which to mitigate these. It is important that the JSNA continues to provide and improve the quality of equality information given to policy makers and service providers.

**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:	NA
Date to complete your impact assessment	NA
Lead person for your impact assessment (Include name and job title)	NA

**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>
Rob Kenyon	Chief Officer Health Partnerships Adult Social Care	2012

**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.

Please send a copy to the Equality Team for publishing

<b>Date screening completed</b>	October 12
<b>Date sent to Equality Team</b>	October 12
<b>Date published</b> (To be completed by the Equality Team)	