

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. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

| | |
|----------------------------------------------------------------------------------------------|------------------------------------------------------------|
| Directorate: Adults and Health | Service area: service Transformation and Innovation |
| Lead person: Mick Ward | Contact number: 37 30414 |
| Date of the equality, diversity, cohesion and integration impact assessment: 25/01/18 | |

| | | |
|-------------------------------------------------------------------------------------|----------------------------------------------------|---------------------------------------|
| 1. Title: Developing Digital Support and Approaches to Health and Well-Being | | |
| Is this a: | | |
| <input checked="checked" type="checkbox"/> Strategy /Policy | <input type="checkbox"/> Service / Function | <input type="checkbox"/> Other |
| If other, please specify | | |

2. Members of the assessment team:

| Name | Organisation | Role on assessment team e.g. service user, manager of service, specialist |
|----------------|--------------|------------------------------------------------------------------------------|
| Mick Ward | LCC | Service Lead |
| Richard Graham | LCC | Quality Assurance |
| | | |
| | | |
| | | |
| | | |

| |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 3. Summary of strategy, policy, service or function that was assessed: |
| <p>Executive Board report – February 2018 on developments in regard to Digital Health and Well-Being</p> <p>The report highlighted that we need to ensure we link our ambitions to be a smart city with that of being the Best City for health and Well-Being. The report noted that there are a range of projects underway to support these ambitions, but they need to be co-ordinated and we need to develop a pro-active approach to digital health and well-being.</p> <p>It also notes that those people who are currently the least engaged with the digital world, notably older people and those with a learning Disability are also those with the most to gain from effective digital solutions.</p> <p>The report also stresses the benefits of co-production. Which is generally with those with protected characteristics</p> |

| |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 4. Scope of the equality, diversity, cohesion and integration impact assessment (complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event) |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

| | |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------|
| 4a. Strategy, policy or plan (please tick the appropriate box below) | |
| The vision and themes, objectives or outcomes | <input checked="checked" type="checkbox"/> |
| The vision and themes, objectives or outcomes and the supporting guidance | <input type="checkbox"/> |
| A specific section within the strategy, policy or plan | <input type="checkbox"/> |
| Please provide detail: <p>The report has been developed with a strong equality brief, indeed its central thrust is on ensuring a stronger focus on digital health and well-being being targeted at those with protected characteristics, notably older people and disabled people.</p> <p>The report also covers a varied range of projects – each of these have their own issues in regard to equality, but again the work has had a strong focus on equality and diversity</p> <p>The report raises key questions for future work, it will be crucial to keep that equality focus as work further develops</p> | |

| | |
|--------------------------------------------------------------------------------------------------------------------|--------------------------|
| | |
| 4b. Service, function, event please tick the appropriate box below | |
| The whole service (including service provision and employment) | <input type="checkbox"/> |
| A specific part of the service (including service provision or employment or a specific section of the service) | <input type="checkbox"/> |
| Procuring of a service (by contract or grant) | <input type="checkbox"/> |
| Please provide detail: | |
| | |

| |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>5. Fact finding – what do we already know</p> <p>Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.</p> <p>(priority should be given to equality, diversity, cohesion and integration related information)</p> <p>As noted, each of the projects highlighted has its own focus on equality. As they range extensively in scale, from Leeds Care Record (which will have had its own EIA's as work developed and reports were taken through the system) to the Inter-generational Writing project – which included reference to equalities in its application process to NESTA.</p> <p>Each of the projects has strong user engagement – particularly in regard to older people, and where appropriate people from related disability groups etc.</p> <p>Work has also looked at issues of inter-sectionality, notably in the larger projects, where efforts have been made to engage for example with older people from BAME communities.</p> <p>Many of the projects directly feed into the Self-Management Board (which itself ultimately reports to the Health and well-Being Board). The Self-Management Board has good user representation from a range of groups, particularly around Long Term Conditions, who are often disabled people.</p> <p>Crucially, much of the work is driven by an understanding of the current inequalities around digital engagement and digital access by older people and disabled people, as noted in the Executive Board report when it quotes the AGE UK audit. This has been backed up in local consultation and engagement. For example there is a strong digital element in response to the wishes of older people in Leeds as articulated in the cities</p> |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

ambition to be the Best City to grow Old In. Similarly, access to digital support and digital literacy as featured highly in the development of the Leeds Mental Health Framework (which has exemplary engagement with people with MH needs) and is a thread within the current update 'Being Me' – the Leeds Learning Disability strategy, led by people with Learning Disability – especially in regard to a wish by people with a learning disability to 'be connected'.

Are there any gaps in equality and diversity information

Please provide detail:

Beyond National surveys and feedback from specific projects there is little locally on digital literacy/access from key equality groups

Action required:

To continue through the projects outlined in the report to improve awareness and increase digital literacy

To continue to engage with national surveys

To include questions in regard to digital literacy/access in future engagement work

6. Wider involvement – have you involved groups of people who are most likely to be affected or interested

☒

Yes

☐

No

Please provide detail:

As noted, Each of the projects highlighted in the report has strong engagement with appropriate citizens, most from those with protected characteristics

Project boards etc. leading this work have representation from appropriate user/citizen groups representing those with protected characteristics

Action required:

This approach needs to continue and be replicated in future digital developments, including a strong focus on co-design and co-production

7. Who may be affected by this activity?

please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

Equality characteristics

| | | |
|-----------------------------------------------|---------------------------------------------|------------------------------------------------|
| <input checked="" type="checkbox"/> Age | <input checked="" type="checkbox"/> Carers | <input checked="" type="checkbox"/> Disability |
| <input type="checkbox"/> Gender reassignment | <input type="checkbox"/> Race | <input type="checkbox"/> Religion or Belief |
| <input type="checkbox"/> Sex (male or female) | <input type="checkbox"/> Sexual orientation | |
| <input checked="" type="checkbox"/> Other | | |

(Other can include – marriage and civil partnership, pregnancy and maternity, and those areas that impact on or relate to equality: tackling poverty and improving health and well-being)

Please specify: As noted in the report, there is potential to extend the approach to other groups, such as drug and alcohol use, rough sleeping etc. It is also important to note the digital divide in relation to poverty, and this needs to be taken into account in the approach taken.

Stakeholders

| | | |
|----------------------------------------------------------|--------------------------------------------------------------------|--------------------------------------------------|
| <input checked="" type="checkbox"/> Services users | <input checked="" type="checkbox"/> Employees | <input checked="" type="checkbox"/> Trade Unions |
| <input checked="" type="checkbox"/> Partners | <input checked="" type="checkbox"/> Members | <input checked="" type="checkbox"/> Suppliers |
| <input checked="" type="checkbox"/> Other please specify | Wider community groups and local and national technology companies | |

Potential barriers.

| | |
|---------------------------------------------------------|------------------------------------------------------------------|
| <input type="checkbox"/> Built environment | <input type="checkbox"/> Location of premises and services |
| <input type="checkbox"/> Information and communication | <input type="checkbox"/> Customer care |
| <input type="checkbox"/> Timing | <input checked="" type="checkbox"/> Stereotypes and assumptions |
| <input checked="" type="checkbox"/> Cost | <input checked="" type="checkbox"/> Consultation and involvement |
| <input checked="" type="checkbox"/> Financial exclusion | <input checked="" type="checkbox"/> Employment and training |

☐

specific barriers to the strategy, policy, services or function

Please specify

8. Positive and negative impact

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

8a. Positive impact:

The report outlines the benefits of further digital inclusion and access in relation to health and well-being for in particular older people and disabled people

Action required:

To further the actions outlined in the report

8b. Negative impact:

Without significant increase in digital literacy and access many of the benefits of the projects outlined in the report will not be able to be effectively accessed by many older people and disabled people, those in poverty, and those needing support with English.

Action required:

To ensure a focus on digital literacy and access in each project and as an overarching ambition of the Local Authority and partners

9. Will this activity promote strong and positive relationships between the groups/communities identified?

☒

Yes

☐

No

Please provide detail: potentially yes, as projects have a focus on effective communication and sharing of information

Action required:

To ensure each project, and the overall strategic approach, has a strong communication focus

10. Does this activity bring groups/communities into increased contact with each other? (e.g. in schools, neighbourhood, workplace)

☒

Yes

☐

No

Please provide detail:

If, as noted in the report, the work helps move people from 'on line' to 'on land'.

Action required:

Ensure the projects and work are based on a strong understanding of the benefits of community led approaches and community cohesion

11. Could this activity be perceived as benefiting one group at the expense of another? (e.g. where your activity/decision is aimed at adults could it have an impact on children and young people)

☐

Yes

☒

No

Please provide detail:

The report outlines an approach that can be implemented across groups

Action required:

To share learning across directorates and organisations

12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

| Action | Timescale | Measure | Lead person |
|--------|-----------|---------|-------------|
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |
| | | | |

13. Governance, ownership and approval

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

| Name | Job Title | Date |
|-----------------------------------------|-----------|------|
| | | |
| Date impact assessment completed | | |

14. Monitoring progress for equality, diversity, cohesion and integration actions (please tick)

- ☐ As part of Service Planning performance monitoring
- ☐ As part of Project monitoring
- ☐ Update report will be agreed and provided to the appropriate board
Please specify which board
- ☐ Other (please specify)

15. 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 impact assessment 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 impact assessments that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached assessment was sent:

| | |
|-----------------------------------------------------------------------------------------------------------|------------|
| For Executive Board or Full Council – sent to Governance Services | Date sent: |
| For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate | Date sent: |
| All other decisions – sent to equalityteam@leeds.gov.uk | Date sent: |