

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: Public Health	Service area: Healthy Weight
Lead person: Deb Lowe	Contact number: 0113 378 6049

1. Title: Local Authority Healthy Weight Declaration		
Is this a:		
<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function	<input checked="" type="checkbox"/> Other
If other, please specify		
This Declaration is a framework which has 14 standard commitments and includes several locally chosen priorities which compliment these standards.		

2. Please provide a brief description of what you are screening
To screen the Healthy Weight Declaration, which is a commitment to promote healthy weight across all council teams with a view to improving the health and wellbeing of the local population. As it is intended to positively enhance health across the whole population, including vulnerable groups, this screening is intended to establish whether the equality and diversity needs of and impacts on all groups with protected characteristics have been adequately considered.
There is lots of evidence that demonstrates certain groups of the population are at a greater risk to being overweight. There is also a strong relationship between poverty and health. There is robust evidence to demonstrate that certain groups of the population including those who live in the most deprived areas of the city, belong to certain ethnic groups, or are older, are more likely to suffer more ill health and diseases.

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 X 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 Local Authority Healthy Weight Declaration (HWD) has been designed to support Local Government to demonstrate its commitment and responsibility to develop and implement policies which promote healthy weight. It provides a strategic vision and aspiration for the Council to become the best council with regard to supporting local people to be a healthy weight. It offers a rationale and platform to connect Council teams, bringing them together to raise awareness about the importance of healthy weight and to deliver interventions.

Leeds City Council annually collects the levels of child obesity in Reception and Year 6 school children. This local child obesity data consistently shows the rate of obesity for children living in deprived areas of Leeds is almost double the rate for children living in non-deprived Leeds. Also, obesity prevalence based on the last five years' aggregated data is higher for Black children (12.9% in Reception and 25.2% in Year 6) compared to White children (8.2% in Reception and 17.6% in Year 6). For adults nationally, women living in the most deprived areas are more likely to have higher levels of obesity than those living in the least deprived areas. This is less marked for men. Obesity prevalence for adults also varies by ethnic group with the highest rates being among Black African and Pakistani women.

An on-line staff consultation about the Healthy Weight Declaration (HWD) was completed in June to obtain staff views and their needs. From June to September 2018, a series of consultations through workshops with set questions are being carried out with a range of community groups which includes specific groups. The findings from these consultations will be used to help complete the full equality and diversity impact assessment.

- **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)

At this stage based on initial information, the Healthy Weight Declaration itself appears to have no negative impact on people with protected characteristics, but as work progresses, each component part will be assessed against each of the protected characteristics to make sure that all sections of the community are benefiting from this whole systems approach to a healthy weight environment. We know that certain sections of the community need tailored interventions to help them participate fully and we will monitor regularly to ensure this is happening in each area of activity.

Over the next few months, a number of community consultations are taking place with some of the key groups that represent the protected characteristics. This will provide more insight into particular needs of these vulnerable groups. Depending upon their feedback this screening form will be updated to incorporate any positive or negative impact found. Then, at this stage, if found necessary a full equality impact assessment will be completed, reviewed and updated at regular intervals.

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

Any relevant feedback from the community consultations will be recorded into this screening form and actions put into place to address the impact.

The Healthy Weight Declaration working group will continue to monitor and annually review this form as the 14 standard commitments and local priorities of the Healthy Weight Declaration are implemented.

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:	August 2018
Date to complete your impact assessment	October 2018
Lead person for your impact assessment (Include name and job title)	Deb Lowe Advanced Health Improvement Specialist

6. Governance, ownership and approval

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

Name	Job title	Date
Deb Lowe	Advanced Health Improvement Specialist	23 rd August 2018

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	24 th August 2018
If relates to a Key Decision - date sent to Corporate Governance	
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	