

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: Adults & Health / Communities & Environment / Children & Families	Service area: Public Health / Safer Leeds / Children & Young People
Lead person: Vic Clarke-Dunn	Contact number: 0113 3783820

1. Title: Drug and Alcohol Strategy and Action Plan 2019-24		
Is this a:		
<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function	<input type="checkbox"/> Other
If other, please specify		

2. Please provide a brief description of what you are screening
The Leeds Drug & Alcohol Strategy & Action Plan
This is a five year strategy, from 2019-2024, with an annually refreshed action plan.

It describes our plans for addressing drug and alcohol misuse in Leeds. Informed by the ambitions and challenges of the Government’s latest Drug and Alcohol Strategies, as well as our local ambitions to deliver the Community Safety Strategy, the Health and Wellbeing Strategy and the Leeds Plan, we have worked collaboratively to agree our vision, and the priorities and actions to achieve agreed outcomes.

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 Positive impact	
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 Positive impact	
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 Positive impact	

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)

Equality, diversity, cohesion and integration has been fully considered throughout the development of the strategy and action plan. It has been developed with a wide range of partners including health (including primary care, secondary care and the third sector), criminal justice (including the police, prisons and probation), children's services and community safety partners across the city.

The strategy and action plan has had specific input from drug and alcohol recovery services, including service users.

- **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 strategy and action plan highlights the need to ensure services are accessible and responsive to individual needs and specific populations, including sex workers, homeless/rough sleepers, Gypsy and Travellers and other vulnerable groups.

The strategy should have a positive impact on specific groups and the whole of the city, and more widely for all citizens of Leeds, as we address the impacts of drug and alcohol misuse.

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

The strategy and action plan has been set out for delivery within a governance framework, involving a wide range of partners. This framework will ensure that negative impacts are highlighted and addressed and will be the mechanism for ensuring that positive outcomes are reported.

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
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
Anna Frearson	Chief Officer - Consultant/Public Health	05.07.19
Date screening completed		30.01.19

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:	
<ul style="list-style-type: none"> • 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 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 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: