

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 or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Adults and Health	Service area: Public Health
Lead person: Tim Fielding Sarah Erskine	Contact number: 07891 278 569 07712 214 862

1. Title: The Marmot City Approach

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify: Contract to provide specialist expertise and capacity to address health inequalities in Leeds

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

This report outlines the implications of Leeds becoming a Marmot City.

A specification for a two-year work programme has been developed in partnership with local stakeholders and the Institute of Health Equity. This will directly support the Best City Ambition by increasing focus upon and capacity to address health inequalities in Leeds.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies and policies, service and functions affect service users, employees or the wider community – city wide or more local. These will also have a greater or 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">• Eliminating unlawful discrimination, victimisation and harassment• Advancing equality of opportunity• Fostering good relations	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)

Becoming a Marmot City will add additional profile, coordination and focus to the existing commitment across Leeds to reduce health inequalities and improve the health of the poorest the fastest. Poorer health outcomes are experienced by people living in deprived communities. Whilst complex, there is also evidence that different equality groups also experience differential health outcomes and that intersectionality plays a role in compounding risk(s) for poor health.

Expected city-wide benefits include:

- Strengthening our shared commitment to addressing inequalities and inspiring action across the city
- Improved partnership and coordination to align our efforts to reduce inequalities
- Applying evidence on what works more effectively to build on current approaches and to go further, faster.
- Improving the monitoring of health inequalities across the city to inform action
- Embedding equity in decision-making across the whole system

The focus of the emerging work programme will be to highlight inequalities and make recommendations regarding how best to address them. This will include consideration of equality, diversity, cohesion and integration. One of the key principles of the Marmot work is 'addressing racism, discrimination and its outcomes' - this provides an important lever for influencing wider strategies and programmes.

The Third Sector – who often work the most closely with marginalised communities and groups - are involved in the Marmot City Working group. The Third Sector representatives will provide regular check and challenge as the programme develops.

'Community Voice' (meaningful consultation and engagement) is a key principle of the work.

As such, issues of equality, diversity, cohesion and integration are woven through the programme in the approach the project team hopes to adopt. There is also a specific strand of the work that will address these issues directly.

- **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 Marmot City work programme – delivered in partnership with the IHE - is a strategic programme that will enable the city to be assured that resources are focused on populations and communities with the greatest need,

It is unlikely that there will be interventions developed that will result in challenge or a perception that one group is being disadvantaged as the programme itself will not directly fund or deliver interventions.

However, it will support decisions that the city makes to ensure fair distribution of resources dependent upon need – as defined by both communities and data/intelligence.

- **Actions**

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

The project team intends to build further partnerships with equality and diversity forums both within LCC and across the city to ensure that the needs of people with protected characteristics form an important component of the programme as it develops.

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:	
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
Date screening completed		

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 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: