

Equality, Diversity, Cohesion and Integration (EDCI) 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: Strategy and Resources	Service area: Intelligence and Policy
Lead person: Rosie Armitage	Contact number: 0113 378 3834

1. Title: Leeds Joint Strategic Assessment 2024			
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
<p>We are screening the Leeds Joint Strategic Assessment (JSA) 2024, which was recently produced and presented to Health and Wellbeing Board, which is chaired by the Executive Member for Equality, Health & Wellbeing, in July 2024.</p> <p>Leeds City Council (LCC) and the West Yorkshire Integrated Care Board (WYICB) have an equal and joint statutory responsibility to produce a Joint Strategic (Needs) Assessment. The purpose of the JSA is to assess current and future health and social care needs in Leeds to inform the Health and Wellbeing Strategy, specifically to shape priorities, inform commissioners and guide the use of resources as part of commissioning strategies and plans for the city. The JSA is a summary report, demonstrating key analysis, providing summary headlines and suggested policy implications throughout each section.</p>

The Health and Wellbeing Board will continue to consider the implications of the JSA analysis and how best to respond- this may include further 'deep dive' research or analysis of key topics over the next 3-year JSA period.

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)

The JSA provides a broad analysis of health and wellbeing across Leeds, taking a lifecourse approach through the following sections:

- Section 1: Leeds Population
- Section 2: Starting Well – Child Friendly Leeds
- Section 3a: Living Well – Health and Wellbeing
- Section 3b: Living Well – Thriving Communities
- Section 3c: Living Well – Zero Carbon
- Section 4: Working Well – Inclusive Growth
- Section 5: Ageing Well – Age-Friendly Leeds
- Section 6: Dying Well – End of Life
- Conclusions

There has been continued engagement with a wide range of partners throughout the development of the JSA, including a Sounding Board made up of cross-sector colleagues. This included representatives from health organisations, third sector partners, Leeds Office of Data Analytics and a broad range of Leeds City Council representation (including Health Partnerships, Public Health, Economic Policy, Children and Families and Adult Social Care). All of these partners have been able to share their expertise and help to represent different groups of people, aiming to ensure that the analysis presents and accurate summary.

The JSA does not intend to set out direct policy responses or advice, but instead provide a reliable source of both qualitative and quantitative data and analysis about key demographic, socioeconomic and health trends in Leeds. In addition to the narrative and charts displayed throughout, the JSA 2024 also includes “lived-experience” quotations taken from various existing consultations to bring in a range of different voices and experiences- acknowledging that this in an area that needs further consideration to strengthen going forward.

Throughout the JSA, links to further information and references are included. Given the breath of analysis, the Health and Wellbeing Board will continue to consider the implications of the JSA how best to respond to these, which may include more in depth work into key topics.

The JSA draws upon a range of cross-cutting core strategies and plans, alongside more detailed needs assessments, to support analysis. There is an overall alignment to the Best City Ambition’s vision to tackle poverty and inequality and improve the quality of life for all people across the city. Marmot Indicators are identified throughout to further

demonstrate inequality and shape future priorities, again strengthening the knowledge of wider determinants of health and wellbeing.

Given that the JSA intends to inform decision makers, shape priorities and provide evidence for use of resources, the JSA could affect future work that may impact equality, diversity, cohesion and integration at later stages (although the document itself does not initially do this). However, the analysis provided in the JSA should support the improvement of health and wellbeing across the city, aiming to reduce inequality.

- **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 production of the JSA does not have any direct impacts on equality characteristics. Instead, it aims to present a broad analysis of health and wellbeing across the city, taking into account the wider determinants of health and wellbeing, therefore summarising data and information that impacts some equality characteristics. Although the life-course approach aims to consider wider determinants of health and wellbeing, and the impact of this across different population groups, given the scale of the report it is not possible to provide full analysis for all population groups and characteristics. However, it is made clear throughout that the approach is a broad analysis, signposting to further information or suggesting where further research may be needed.

In taking a wider determinants approach, the JSA aims to think more broadly about the impacts of health and wellbeing, considering how social factors can play a role in health and wellbeing. Throughout, where possible, the JSA attempts to disaggregate data and demonstrate inequality across the city. Given the scale of the report, it is not possible to do this throughout, but it is advised that this is developed further through future work.

The JSA itself considers the impact of language and accessibility of the document in the introductory section. For example, it acknowledges the use of certain language and why this is the case, addresses the use of “Indices of Multiple Deprivation”, and considers the use of different comparators and data.

Given that it is not possible to unpack all lines of enquiry, a range of issues are highlighted throughout around which the Health and Wellbeing Board may wish to commission further ‘deep dive’ research or analysis. Any further analysis will also need to consider the impact on equality, diversity, cohesion and integration.

In response to the JSA 2021, a range of different workstreams have contributed to addressing the policy implications, alongside the development of a number of different strategies with priorities that reflect the findings. With this being the case, it is envisaged that following the production of the JSA 2024, work priorities will again be shaped to address policy implications and work towards tackling poverty and inequality across the city.

- **Actions**

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

As indicated above, the JSA intends to provide analysis that can be used to support decision making and use of resources across the city. The JSA has been produced with support and oversight from cross-sector partners, aiming to ensure that the information presented is an accurate representation that reflects key topics appropriately.

There is a risk that some population groups or characteristics appear “overlooked” in the JSA. However, this is addressed throughout the narrative, acknowledging where more in depth information is available or where future work could take place.

The JSA summary report will be made available on the Leeds Observatory. Here, the self-serving function of the site allows for data to be explored further. It is envisaged that the next stage of work will involve reviewing qualitative and quantitative data availability on the Leeds Observatory.

The next steps, overseen by the Health and Wellbeing board and Executive Member for Equality, Health & Wellbeing, will involve continued consideration of the analysis and policy implications, which may involve further “deep-dive” analysis of key topics for population groups or protected characteristics. The Sounding Board will also continue as an informal group to contribute to further work.

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	N/A
Lead person for your impact assessment (Include name and job title)	N/A

6. Governance, ownership and approval

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

Name	Job title	Date
Mike Eakins	Head of Policy	28 August 2024
Date screening completed		28 th August 2024

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: 29 th August 2024
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: