

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: Sharon Foster	Contact number: 01133786035

1. Title: Fast Track cities one year on 2024

Is this a:

- X** **Strategy / Policy**
 Service / Function
 Other

If other, please specify

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

- The report provides the executive board an overview of the Fast Track cities (FTC) initiative, the achievements in Leeds in the last 12 months as well as the ambitions for the next year.
- Fast-Track Cities is a global partnership between cities and municipalities around the world. In February 2023, Leeds became the first city in the Yorkshire and Humber region to become a 'Fast-Track City' joining over 500 cities globally who have declared their commitment to ending HIV, viral hepatitis and tuberculosis (TB) epidemics by 2030.

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)

Tuberculosis (TB), HIV/AIDS, and hepatitis disproportionately affect marginalized and vulnerable populations, exacerbating health inequalities. The social stigma associated with these conditions can deter individuals from seeking diagnosis and treatment and thus worsening outcomes. The initiative ensures advocates of those affected are represented via the third sector and those living with these conditions where possible have a role on the leadership group. We have a member on the leadership group working

in the TB service with lived experience of HIV. With support from the leadership group he has presented at the FTC conference, pre-recorded a show for Fever FM. recorded a podcast, completed his peer mentoring training and has been filmed for the launch of the 'my Community' an initiative for accessing support with the Terence Higgins Trust.

We have found it difficult to recruit people with lived experience of hepatitis and TB due to this group experiencing additional complex issues and the lack of third sector organisational support, however we will continue to pursue this via appropriate clinicians.

The approach outlined in this report focuses on the commitment to work directly with communities affected, addressing inequalities and stigma through workforce development and collaborative working.

- **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)

Fast Track cities focuses on activity to mitigate the risks of those most vulnerable to the impact of HIV, TB and Hepatitis. FTC assesses risks and ensures that resources and expertise are directed where it is most needed focusing on those most at risk including Black Africans, MSM, sex workers, newly migrated migrants from high risk countries and people who inject drugs. This is informed through local intelligence and data. The Fast Track city initiative is committed to ensuring that equality and diversity is a priority in its work programmes and a key consideration in its assurance role.

- **Actions**

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

The Fast Track city leadership group will;

Ensure the service users representation on the steering group.

Ensure actions and work programmes are informed by data and evidence.

Ensure communities affected get the opportunity to influence change (grants programme)

Address stigma through workforce development and local community development.

Evaluate initiatives to inform future ways of working and share learning amongst local, regional, national and global partners.

Continue to strengthen the steering group to build resilience and collaborative holistic working.

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
Victoria Eaton	Director of Public Health	30/08/2024
Date screening completed 30/08/2024		

7. Publishing	
<p>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 Publishable Admin Decisions.</p> <p>A copy of this equality screening should be attached as an appendix to the decision making report:</p> <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. • A copy of all other equality screenings that are not to be published should be sent to equalityteam@leeds.gov.uk for record. <p>Complete the appropriate section below with the date the report and attached screening was sent:</p>	
For Executive Board or Full Council – sent to Governance Services	Date sent: 16/9/24
For Delegated Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: