

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 and Health	Service area: Leeds Health Partnerships
Lead person: Colin Mawhinney Head of Service	Contact number: Colin- 07891 279812

1. Title: Leeds Academic Health Partnership
Is this a:
<input type="checkbox"/> Strategy / Policy <input type="checkbox"/> Service / Function <input checked="" type="checkbox"/> Other
If other, please specify – This is an external partnership body which LCC part funds

2. Please provide a brief description of what you are screening
<p>Update Report on Leeds Academic Health Partnership emerging Programme of Projects and Strategy – The report includes an update on the key projects emerging including</p> <ul style="list-style-type: none"> • The Strategic Framework covering the LAHP’s priorities • The Launch of the Centre for Personalised Medicine and Health • The Academy for Health and Care • The Leeds Health Innovation Gateway

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	
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 programme of the partnership is still at an early stage and includes provision for Patient and Citizen Engagement. The Partnership's role is primarily to scope the proposals for innovating change in the health and social care system, before transferring responsibility for their implementation to system leaders with direct responsibility to the system. In this respect it is like a Research and Development Lab for new methods, techniques, products, services likely to make a significant difference to health and social care in Leeds. It chooses its projects in the context of the health and well being strategy by looking at the likely impact of projects in respect for health and social care outcomes, reduction in inequality, potential to generate investment and or jobs. It will have a particular focus on improving outcomes for those communities who have the worst health. It is too early to be specific about impact defined by demography but it is currently enabling and scoping a project by Yorkshire Cancer Research Lung Cancer Trial) in deprived areas of Leeds where there is a higher incidence of cancer amongst the population. It is also a part sponsor of Women In Leadership in health to encourage women to develop and progress their path to leadership in the Health and Social Care Sector

- **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 LAHP's emerging programme will support and enable the development of a population health and care management system that addresses the needs of local and segmented populations, allowing for specific targeting of at risk groups including those defined by age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation. This will be directed by System Leaders who have local accountability through the Leeds Health and Wellbeing Board. The Health and Well being Board have already received a report (2nd February 2017 - Reducing Health Inequalities through Innovation and System Change) Update reports will continue to provided to them

Many potential possibilities for challenge-based research across the full range of capabilities across all three universities which impact upon the determinants of health. These will include challenge based research to reduce health inequality. All three universities have expertise in behaviour change, nutrition, physical exercise, sport and are already engaging in targeting this work through collaboration with LCC on increasing participation in prevention activities. The LAHP's work will develop this with wider funding opportunities to expand activities

- **Actions**

(think about how you will promote positive impact and remove/ reduce negative impact)
 The only potential negative impacts involve skewing of LAHP resources away from the priorities of the Leeds Health and Care Plan. The governance arrangements of the LAHP have been developed with System Leaders to eliminate this possibility through the production of plans and reviews demonstrating how it will support delivery of the Health and Care Plan. These plans will include consideration of options to increase third sector and patient participation in the work of the partnership.

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:	September 2018
Date to complete your impact assessment	November 2018
Lead person for your impact assessment (Include name and job title)	Colin Mawhinney Head of Health Innovation

6. Governance, ownership and approval

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

Name	Job title	Date
Tony Cooke	Chief Officer	16 Feb 2018
Date screening completed 16th Feb 2018		

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	Date sent: 16 th Feb 2018
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Governance Services	
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: