

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: Ayesha Lewis	Contact number: 0113 3786076

1. Title: Yorkshire Cancer Research Leeds Locality Screening and Awareness Programme

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

Public Health, Leeds City Council, working together with a wide number of partners has been successful in securing (subject to conditions set out in the award letter) a £2,064,500 funding grant from Yorkshire Cancer Research to establish a 3 year Locality Screening and Awareness Programme in Leeds.

The aim of this project is to establish a Leeds network of Locality Based Screening and Awareness Co-ordinators with shared ambitions around achieving accelerated screening uptake, across all 3 national screening programmes and increasing awareness of cancer signs, symptoms and risk factors. The co-coordinators will work closely with local practices and the developing primary care networks, as well as the broader Local Care Partnerships.

The programme will employ a project manager, communications support and up to 18 screening coordinators. The project manager will be employed by Leeds City Council

and will oversee the programme, the communication support will also be employed by Leeds City Council.

The implementation of the programme requires the transfer of £2,064,500 from Yorkshire Cancer Research (subject to the conditions outlined in the award letter) to Leeds City Council. Leeds City Council will manage the project. This assessment is screening the request to approve the transfer of grant from Yorkshire Cancer Research to Leeds City Council. It will also screen the employment of the Project Manager and Communications support.

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 high rates of premature deaths from cancer in areas of high deprivation and the current screening uptake in Leeds, specifically in deprived areas has highlighted the need for a co-ordinated programme to increase uptake of screening and awareness of signs and symptoms. Cancer screening uptake performance data demonstrates that Leeds is not currently achieving national targets for bowel, breast or cervical screening, and there is wide variation between 'deprived and non-deprived Leeds.

This project will cover the whole of Leeds. However in order to reduce inequalities in uptake of cancer screening the project will target areas/populations with low screening uptake. In addition to deprived areas the programme will also target other groups who have low screening uptake including BME groups, Adults with learning disabilities, those with mental health issues and men.

Tailored locality engagement plans will be developed. Using local research/ knowledge to target activity to the differing needs of each locality. Starting with the four proposed 'Early Adopter' localities of Armley, Middleton and Beeston, Seacroft and Garforth, we will conduct a thorough audit of the areas, review its demographics, its unique factors, key stakeholders and community activity. We will then develop a communications and engagement approach highly relevant to the people within those communities, drawing on the wealth of knowledge from embedded 3rd sector organisations in each locality area. We will also explore previously tried and tested methods in relation to cancer screening, awareness raising and listen to the people on the ground who can inform us what does and doesn't work for them. At each step of this approach, we would use consultation and engagement to test our plans and continually review and develop them accordingly.

Chief Officer/Consultant in Public Health

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

The targeted approach of the service will ensure support is prioritised in areas/communities with low uptake therefore avoiding the service widening screening inequalities across the city.

Undertaking monitoring on a monthly/quarterly basis to review the usage of the service and ensure that the target groups are accessing the service. Actions will be taken to target and improve uptake amongst any groups that are poorly represented.

Gathering further insight from those involved in the delivery of the project actions and activities. This will be used to adapt the service to ensure that positive/negative impacts are addressed.

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
Lucy Jackson	Chief Officer/Consultant in Public Health	28.05.19
Date screening completed		24.05.19

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:

- 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: