

Appendix C 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: Victoria Eaton	Contact number: 0113 378 8653

1. Title: The national flu immunisation programme 2020 to 2021

Is this a:

- Strategy / Policy
 Service / Function
 Other

If other, please specify Information

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

The Leeds Seasonal Flu Vaccination Plan has been developed with full engagement and agreement from all members of the Leeds Health Protection Board. This has included consultation, proper consideration to equality, diversity, cohesion and integration, scoping of intended outcomes, identification and mitigation of risks as well as monitoring and reporting of uptake rates.

The objective of the Leeds Seasonal Flu Vaccination Plan is to support NHS England in the local delivery of the National Influenza Programme by:

- Maximising the uptake for those people in the eligible cohorts for vaccination, including those in at-risk groups.
- Raising awareness of the details of the national and local influenza vaccination programme across all partners.
- Promoting the uptake of the influenza vaccination by those in the eligible cohorts by delivering local communications and awareness campaigns which support the

- national communications programme recognising the impact of COVID19.
- Supporting providers to deliver the national influenza programme in the safest, effective and efficient way possible supporting a partnership approach between providers and other stakeholders.
- Reducing health inequalities by ensuring accessibility to the vaccination across all communities.

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)

In light of the risk of influenza and COVID-19 co-circulating this winter, and the risk of serious illness for people who are infected with both; the national influenza immunisation programme and the local Leeds Seasonal Flu Vaccination Plan will be absolutely essential to protecting vulnerable people and supporting the resilience of the health and care system over this period.

The rates of premature deaths in areas of high deprivation and the current flu uptake specifically in deprived areas has highlighted the need for a co-ordinated programme to increase uptake of flu vaccine and awareness. Flu vaccine uptake performance data demonstrates that there is wide variation between 'deprived and non-deprived Leeds. This plan will cover the whole of Leeds. However in order to reduce inequalities in uptake of influenza vaccine the plan will target areas/populations with low uptake. In addition to deprived areas the programme will also target other groups who have low 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.

The Leeds Flu Vaccination Operational Group chaired by Public Health England brings together partner organisations to oversee, monitor and provide direction in the delivery of a high-quality seasonal influenza programme to the local population with strategic oversight by the Primary Care Operational Group. The planning has included engagement on equality, diversity, cohesion and integration considerations.

We will develop a communications and engagement approach highly relevant to the people within those communities of low uptake, 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 vaccination uptake, awareness raising and listen to the people on the ground who can inform us what does and doesn't work for them.

- **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 Leeds Seasonal Flu Vaccination Plan is a significant development to ensure equitable uptake compared to the population as a whole and help protect those who are

vulnerable and more at risk if they are to get COVID-19 and influenza. It will therefore deliver high quality, dedicated and culturally competent engagement with individuals, local communities, employers and faith groups.

- **Actions**

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

Leeds has a continued commitment to focus on reducing health inequalities and ensuring equity of access to the flu vaccination programme across the City. Uptake will be monitored across the health system and any areas of low uptake will be addressed. Where areas of equality, diversity, cohesion and integration are identified, as a system the Plan promotes appropriate action is taken to address these barriers.

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

The Leeds Seasonal Flu Vaccination Plan will include a focus on individuals with enhanced communication requirements.

From November a supply of inactivated influenza vaccine is expected to be made available to NHS providers of the children's influenza programme, for healthy children whose parents/guardians object to the porcine gelatine content of Fluenz® Tetra (LAIV).

The CCG support practices to implement a plan to improve delivery of vaccinations to people with a learning disability. For example, adults with a learning disability a nasal spray can be used if the patient is needle phobic. Easy read communication has also been developed.

Immunisation providers and partners (GPs and pharmacies) will ensure they have robust plans in place for tackling health inequalities for all underserved groups to ensure equality of uptake.

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	
Date screening completed		29 September 2020

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: 28/10/2020
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent: 12/10/2020
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: