

# 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.

<b>Directorate:</b> Adults & Health	<b>Service area:</b> Public Health – Children & Families
<b>Lead person:</b> Emma Howson – Commissioning Manager	<b>Contact number:</b> 0113 37 87847

## 1. Title: Henry – Can't Wait Strategy Service Contract 2021- 2027

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

Leeds City Council currently has a contract with HENRY to support the delivery of the *Healthy Families: Right from the Start* programme in the city. The contract covers a licence, workforce training and provision of resources.

The current contract commenced on 1st April 2017 for 2 years with a 24 month extension period. The extension period has been utilised and the contract is due to expire on 31<sup>st</sup> March 2021.

Delivery of the programme is undertaken by the Leeds City Council commissioned service: Leeds Community Healthcare NHS Trust - 0-19 Public Healthy Integrated Nursing Service (PHINS) and Leeds City Council - Children's Centres Early Years Family Outreach workers.

The HENRY programme has been part of the city's Healthy Weight Strategy since 2008 and is unique in terms of its approach. The programme supports the whole family to make positive lifestyle changes, creating healthier and happier home environments and building healthier communities. The extensive evidence base demonstrates changes to behaviours for families participating in the programme.

The programme has contributed to the city's success in reducing the rates of unhealthy weight of reception children. In 2019 Leeds was nationally recognised as the first UK city to lower its childhood obesity rate.

Approval is being requested to invoke CPR 9.5 to enter into a direct award with the third sector provider HENRY from 1<sup>st</sup> April 2021. The proposal is for a 3 year contract period (with an option to extend up to a further 36 months) at a maximum budget of £ 24,730 pa.

### 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?	<b>x</b>	
Have there been or likely to be any public concerns about the policy or proposal?		<b>x</b>
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	<b>x</b>	
Could the proposal affect our workforce or employment practices?		<b>x</b>
Does the proposal involve or will it have an impact on <ul style="list-style-type: none"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>		<b>x</b>

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)

We have considered the impact on equality, diversity, cohesion and integration in seeking approval to invoke CPR 9.5 to enter into a direct award with the third sector provider HENRY from 1<sup>st</sup> April 2021. We have research evidence that The HENRY Right from the Start programme is particularly effective with families living in our most disadvantaged and ethnically diverse communities.

- **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)

Research highlights that following the delivery of the HENRY right from the start programme a reduction in obesity was seen primarily among the most disadvantaged children in the city. The research, published in the journal Pediatric Obesity <https://onlinelibrary.wiley.com/doi/full/10.1111/ijpo.12529>, looked at national data collected through the National Child Measurement Programme between 2009 and 2017.

This 5 year aggregate data shows that Leeds is challenging national trends in two key areas - lower levels of obesity overall and particularly among reception aged children living in the most deprived children in the city. Levels of obesity among children living in Leeds most disadvantaged and diverse communities, are double those among children living in our least deprived areas.

The programme was given the highest rating by the Early Intervention Foundation for the strength of evidence for the programme's impact and its relative costs. <https://guidebook.eif.org.uk/>

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

We will continue to target delivery of the HENRY Right from the start programme within disadvantaged and ethnically diverse communities

**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
Janice Burberry	Head of Public Health (Children and Families)	12/11/20
<b>Date screening completed</b>		04/11/20

### 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](mailto: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 <b>Governance Services</b>	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: