

# 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: Adults and Health</b>	<b>Service area: Integrated Commissioning</b>
<b>Lead person: Eleanor Clark</b>	<b>Contact number: 0113 378 7844</b>

## 1. Title: One You Leeds Contract Extension and Variation

Is this a:

**Strategy / Policy**

**Service / Function**

**Other**

**If other, please specify**

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

One You Leeds is the brand name of the city's primary healthy living service and is delivered by Reed Wellbeing and Zest. Since October 2017, One You Leeds has been commissioned to provide an integrated service to support people to make behaviour changes around smoking, weight management, healthy eating and physical activity. It is delivered from community venues across the city, with a focus on deprived areas. On average, the service receives approximately 2,500 referrals per quarter.

The initial contract period ends in March 2021 and approval is being sought to extend the contract for two years.

During negotiations around the extension contract price, the provider identified efficiency savings to the value of 10%, which can be taken from central organisation and management costs. As such, it is anticipated that there will be no impact on service delivery.

Since the awarding of the contract, The National Institute for Clinical Excellence (NICE)

has approved the use of e-cigarettes as stop smoking products, so approval is also being sought to amend the specification to reflect this. This will increase the range of products available to service users, enabling them to choose the product most appropriate for their circumstances.

### 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?	✓	
Have there been or likely to be any public concerns about the policy or proposal?		✓
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		✓
Could the proposal affect our workforce or employment practices?		✓
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>	✓	

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 service was procured primarily to reduce health inequalities, and whilst it is city-wide provision, the focus is on those living in deprived areas. Local population data was used to determine where the provision would be targeted.

Furthermore, having a high BMI and / or smoking have been found to put people who become infected with Covid-19 at additional risk of both complications and / or death.

- **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 service is reducing health inequalities by addressing risk factors that disproportionately affect those living in areas of deprivation, namely smoking, obesity and inactivity.

Extending the contract will enable this impact to continue.

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

The performance framework includes targets to ensure that the majority of outreach work and clients supported come from the target areas. Demographic monitoring also takes place, to ensure equality of access for all.

Service promotion includes case studies that highlight client successes and the improvements they have made to their health.

**5. If you are not already considering the impact on equality, diversity, cohesion and**

integration you <b>will need to carry out an impact assessment.</b>	
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)	

<b>6. Governance, ownership and approval</b>		
Please state here who has approved the actions and outcomes of the screening		
<b>Name</b>	<b>Job title</b>	<b>Date</b>
Heather Thomson	Head of Public Health	
<b>Date screening completed</b>		14/12/2020

<b>7. Publishing</b>	
<p>Though <b>all</b> key decisions are required to give due regard to equality the council <b>only</b> publishes those related to <b>Executive Board, Full Council, Key Delegated Decisions</b> or a <b>Significant Operational Decision</b>.</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"> <li>• Governance Services will publish those relating to Executive Board and Full Council.</li> <li>• The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.</li> <li>• A copy of all other equality screenings that are not to be published should be sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a> for record.</li> </ul> <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 <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: