

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 & Health	Service area: Public Health
Lead person: Carl Mackie	Contact number: 07891279692

1. Title: Blood Pressure Wise Project

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 has successfully secured Leeds CCG Commissioning for Value, non-recurrent funding of £70.000, to deliver blood pressure checks for staff across Anchor organisations in Leeds.

This provision follows on from a successful 2 year pilot from a British Heart Foundation bid providing blood pressure checks for LCC staff, which came to an end in March 2020.

The service will be delivered by LCH with the aim of identifying undetected blood pressures across Leeds outside of the GP Practice. It will be targeting in the first instance areas of inequality reaching those staff within the anchor organisations who are less likely to attend primary care and those people who have other things that affect their risk of get seriously ill from coronavirus which can include age, gender, where you live, BAME and your job role, for example non clinical staff, predominantly catering staff, porters, domestic staff, admin workers.

The service will commence on the 1st April as a 12 month contract.

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).

This project has been designed as an approach to reduce health inequalities.

The aim of the programme is to provide efficient and easily accessible opportunities for blood pressure (BP) testing and detection, particularly amongst deprived populations, BAME communities and those identified as being less likely to attend a GP Practice. Whilst the service will be available to all staff within anchor organisations, it will be targeting in the first instance areas of inequality reaching those staff within the anchor organisations who are less likely to attend primary care and those people who have other things that affect their risk of get seriously ill from coronavirus which can include age, gender, where you live, BAME and your job role, for example non clinical staff, predominantly catering staff, porters, domestic staff, admin workers. Although this provision will focus on increased targeting and access for the aforementioned groups, the service offer will be available to all staff within the anchor organisations and therefore supporting inclusion, diversity, cohesion and integration.

Cardiovascular disease (CVD) and risk factors for CVD are more prevalent in areas of higher deprivation. In addition, It is widely accepted that certain groups of the population do not access primary care testing programs; data from the Leeds NHS Health Check supports this. Therefore the development and implementation of this community based pathway offer an innovative method of targeting these groups through workplace engagement and community delivery. This project will increase the chances of capturing those at risk individuals that have hypertension and need appropriate information, support and management to prevent health issues now and in the future.

- **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)

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Following the original two year pilot project provided for Leeds City Council staff, an in house evaluation conducted out by Health & Care and Evaluation Service (HaCES) has been undertaken and a commissioned, in-depth qualitative evaluation was carried out by QA research concluded that the BPW service has been extremely positive for Leeds City Council. It was perceived that there is leadership investment in the health and wellbeing of staff and that their employer cares about their wellbeing and there was expressed interest for the service to be retained in some capacity so staff have the opportunity for checks in the future.

Public Health presented at Anchor Institutions Healthy Workplace meeting and the following organisations agreed to participate: Leeds City College, Leeds Trinity, Leeds Beckett University, University of Leeds, Leeds Teaching Hospital Trust, Leeds Community Health Care and Leeds College of Building).

The interim evaluation carried out in October 2018 reported participant satisfaction with the workplace work stream of the service is high and has successfully supported working age males and groups who are resident in deprived communities. Participants in the service rated themselves unlikely to have a reading taken in a primary care setting, with over 45% rating themselves not likely to be tested in a GP Practice at all.

- **Actions**

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

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The above findings from from the pilot provision will help promote positive impact. It also reinforces that such an intervention will enable staff from all levels and backgrounds to feel valued and supported by their employer which will have a positive impact on inclusion staff cohesion and well being. The provision will be evaluated including ongoing service user engagement to help inform how the provision is delivered.

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
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Date screening completed		

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: