

# 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/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: Public Health: Older people, Long Term Conditions and Cancer</b>
<b>Lead person: Louise Cresswell</b>	<b>Contact number: 07712 214842</b>

**1. Title:** Procurement of a Leeds Cancer and Long Term Conditions Community Prevention and Awareness Service

Is this a:

Strategy / Policy

Service / Function

Other

**If other, please specify** Contract

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

Public Health ( A & H ) , LCC commissions organisations to deliver specific health and wellbeing activity within deprived geographical communities and amongst those groups deemed the most at risk of poor health in Leeds..The aim of the contract it to contribute to reducing the gap in health inequalities by increasing awareness, and reducing barriers to access health and wellbeing services

The current Leeds Cancer Community Awareness Service, is a community based service which aims to reduce cancer inequalities by raising awareness of the signs and symptoms of cancer and promoting and encouraging uptake of cancer screening services. The contract is due to expire on 31<sup>st</sup> March 2022 and approval is therefore being sought to procure a new service

Through consultation and engagement, it has been recognised that the current contract could be improved by broadening its scope to include prevention and awareness of long term conditions in addition to cancer. The main causes for premature mortality that contribute to health inequalities in Leeds are cancer; CVD and respiratory conditions. Aligning the new contract so it provides a prevention foundation for both cancer and long term conditions therefore supports our ambition for the poorest to improve their health the fastest.

### 3. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>	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 procurement of a new Leeds Cancer and Long Term Conditions Community Prevention and Awareness Service will mean there will continue to be a service contributing to strategic plans to improve outcomes for communities in some of the most disadvantaged areas of Leeds.

The service is being procured in response to a continued need to address health inequality and improve equity of access to health and wellbeing services. It aims to reduce cancer screening inequalities and inequalities related to other long-term conditions. It will target populations/communities which health data shows are most affected.

The specification will not be prescriptive but will require organisations to reach seldom heard communities. Past contracts have done this by using a Community Health Educator (CHE) approach, recruiting CHE from target communities. Or using volunteers/paid staffs that have experience of working with the relevant populations.

• **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)

**Positive impact**

This service will contribute towards narrowing the gap in health inequalities by targeting outreach activity in areas of highest deprivation in Leeds and with specific communities where health outcomes are poorer. This includes:

- Areas of highest deprivation
- BAME communities
- Adults with Learning Disabilities
- Adults with Severe Mental Illness
- Men

The service will have a highly visible presence in the community and will develop a range of innovative community outreach approaches to engage with target groups.

**Negative Impact**

None

- **Actions**

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

Equality, diversity, cohesion and integration will be covered in detail within the terms and conditions and the service specification for the new service.

The service specification will state that all the materials/resources that the providers will use to raise awareness are developed in conjunction with the targeted populations/communities to ensure they meet the needs of the specific communities. The materials will then be accessible to all adults who meet the eligibility criteria of the screening programmes.

Quarterly monitoring submissions and contract management meetings will be used to review service user demographic information to make sure that the service:

- engages and supports the communities from the identified priority communities
- ensures equality of access
- works jointly with specialist partners where appropriate to ensure access is available to all
- works actively to reduce barriers to people accessing support

**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	Consultant in Public Health	5 <sup>th</sup> March 2021
<b>Date screening completed</b>		3 <sup>rd</sup> March 2021

## 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: