

App 3
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.

Directorate: Adults and Health	Service area: Public Health: Health Protection/ Older people, Long Term Conditions /Cancer/localities and primary care
Lead person: Lucy Jackson	Contact number: 0113 07712 214842

1. Title: Leeds Covid-19 Vaccine Health Inequalities Plan		
Is this a:		
<input type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function	<input checked="" type="checkbox"/> Other
If other, please specify delivery plan		

2. Please provide a brief description of what you are screening
<p>The Leeds Covid-19 Vaccine Inequalities Plan focuses on how to improve access, and uptake of the vaccination programme so that ‘no one is left behind’. It uses local insight from our communities, from previous vaccination programmes in Leeds, and from national evidence. It aims to mitigate inequalities and ensure underserved populations have access to the Covid-19 vaccine in Leeds, ensure that vaccine is targeted and uptake is maximised in areas of deprivation and by groups most at increased risk. It takes an asset based approach, working with people and communities to ensure that vaccine is targeted and uptake is maximised in areas of deprivation and by groups who are most at increased risk of illness and mortality from Covid-19 infection.</p> <p>To note there is a separate EIA for the Vaccination programme as a whole.</p>

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"> • 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)

It is widely acknowledged that COVID-19 has led to an exacerbation in inequalities in health and that certain communities have been directly affected more than others e.g those living in disadvantaged areas; BAME communities; older people. We also already know that there are inequities emerging through the uptake of Covid-19 vaccinations to date and therefore as part of our vaccination response to the pandemic it is imperative that these communities are supported to take up the vaccination). The Vaccination Health inequalities plan uses weekly data updates on vaccine uptake within different communities to guide its work. There is also ongoing community consultation with people and communities in relation to their concerns about the vaccine.

The principles of the plan are aimed at ensuring that it is appropriate and inclusive for all communities

- Co-produce actions based on local, national insight and evidence
- Deliver the vaccine through building confidence in culturally sensitive ways to meet the needs of diverse populations and age friendly principles
- Ensure interventions identify and support those individuals considered 'vulnerable' and underserved.
- Be diligent in the consideration of people with protected characteristics and follow equality guidance.
- Reflect the needs of the local community, the social excluded and socio-economically disadvantaged and those with protected characteristics.
- Be action focussed and responsive to identified needs.

- **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

The main actions within the plan are aimed at having a positive impact on equality groups - we are working with the Primary Care Networks (PCNs) in the most deprived, and culturally diverse areas of the city to develop bespoke health inequalities plans to respond to community needs; including ensuring all plans are age friendly. Local data and insight has been captured to inform planning. This has been used to identify potential interventions to remove barriers and increase uptake. To complement this, Local Care Partnerships are delivering workshops to share effective approaches, gather further insight and involving wider partners. These workshops have supported the identification of additional groups and communities within each PCN such as gypsies and travellers, refugees and asylum seekers, carers and people with disabilities to ensure interventions are targeted and good uptake of the vaccine amongst these groups.

-delivering a rapid, responsive, roving model, supported by community engagement activity including door knocking and community awareness raising with support from PCNs, local third sector partners, LCC Communities Teams and LCC Public Health.

Vaccinations are happening in buildings that local people want to access to ensure equitable access. This model will also target particular inclusion groups e.g sex workers; gypsies and travellers; homeless etc We have been working closely with commissioned services to identify barriers they envisage to vaccination uptake, plans they have made,

and support that they will need.

- community engagement and community conversations in areas of deprivation working with community champions, third sector, faith leaders, LCPs, and building on existing community networks
- developing and delivering a range of training materials which can be adapted to meet the needs of different audiences including third sector, diverse groups and underserved populations.
- development of a range of inclusive social media across the city.
- equality groups across the city have been consulted on the vaccination to highlight concerns and identify potential interventions to remove barriers and increase uptake.

Negative Impact

none

- **Actions**

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

Weekly monitoring of data in relation to update will analysed for equality groups

Weekly insight gathered by Healthwatch will also be analysed

Our principle of being responsive to need will then address any gaps that arise through our different approaches

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/Chief Officer A&H	11/03/21
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: 16/3/21
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: