

# 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 and Health	<b>Service area:</b> Health Partnerships
<b>Lead person:</b> Tony Cooke, Chief Officer Health Partnerships	<b>Contact number:</b> Lisa Gibson – 07891 276707

## 1. Title: LAHP

Is this a:

**Strategy / Policy**

**Service / Function**

**X**

**Other**

**If other, please specify** This is an external partnership body for which LCC funds 15%, alongside other statutory health and care partners and the Universities in the city

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

Under article 13 of LCC’s constitution, a request to further extend funding for two years of the Leeds Academic Health Partnership and to sign the renewed Partnership Agreement.

The LAHP is a partnership of statutory health and care organisations and universities in the city, to which LCC contributes 15 % of the total sum of annual funding, with the vision ‘to help reduce health inequalities, drive economic growth that benefits all our communities, and improve the quality and efficiency of our health and care services’.

### 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"><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)

LCCs' signing of the LAHP Partnership Agreement and funding has already been discussed and approved by the Executive Board and as such becomes a significant operating decision which is not eligible for call-in. The 2 year funding from 2021-23 was agreed with all member partners represented on the LAHP Board including the City Council (Tom Riordan), local NHS organisations, the Yorkshire and Humber Academic Health Science Network and the Universities.

The main role of the LAHP as an entity is primarily to scope the proposals for innovating change in the health and social care system, before transferring responsibility for their implementation to system leaders with direct responsibility to the system. In this respect it acts as a Research and Development Lab for new methods, techniques, products, services likely to make a significant difference to health and social care in Leeds. It chooses its projects in the context of the health and wellbeing strategy by looking at the likely impact of projects in respect for health and social care outcomes, reduction in inequality, potential to generate investment and or jobs. It will have a particular focus on improving outcomes for those communities who have the worst health.

- **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 LAHP's work programme supports and enables the development of a population health and care management system that addresses the needs of local and segmented populations, allowing for specific targeting of at risk groups including those defined by age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation.

Many potential possibilities for challenge-based research across the full range of capabilities across all three universities which impact upon the determinants of health. These will include challenge based research to reduce health inequality in the context of the spotlight the Covid-19 pandemic has shone on this issue for particular communities of interest in the city.

All three universities have expertise in behaviour change, nutrition, physical exercise, sport and are already engaging in targeting this work through collaboration with LCC on increasing participation in prevention activities. The LAHP's work will develop this with wider funding opportunities to expand activities.

Spin off projects from the LAHP are rooted in tackling health inequality and promoting diversity within the health and care workforce, for example, a Centre for Personalised Medicine and Health project, working with Yorkshire Cancer Research is screening people for Lung Cancer in deprived areas of Leeds where there is a higher incidence of cancer amongst the population. The Health and Care Workforce Academy is actively targeting its work to empower staff at all levels from BAME backgrounds and recruit healthcare students from more deprived areas of the city.

LAHP will be working with LCC and other partners to update the JSA, analysing data to look at health and care issues for people from particular demographic groups, disadvantaged parts of the city and with protected characteristics, through its Living in Leeds programme.

- **Actions**

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

- Keep equality, diversity, cohesion and integration at the forefront of planning and decision making for 2021/22 and 2022/23 as LAHP moves into its next stage of “scaling up fast” and seeking to halt the exacerbation of health inequalities arising from the pandemic.
- Continue to work as a strong partnership, linking in with representative bodies such as HealthWatch and the People's Voices Group.
- Maintain accountability to the Health and Wellbeing Board which is focused on tackling health inequalities and hearing local voice.
- Continue to promote diversity and inclusion in LAHP recruitment practices and in project work, e.g. through the Academy and the talent retention and apprenticeship schemes it supports

**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:	Ongoing – implicit in the work of the LAHP and its programmes and projects
Date to complete your impact assessment	
Lead person for your impact assessment (Include name and job title)	LAHP colleagues

**6. Governance, ownership and approval**  
Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Tony Cooke	Chief Officer, Health Partnerships	4 <sup>th</sup> May 2021
<b>Date screening completed</b> 4 <sup>th</sup> May 2021 (updated from 16 <sup>th</sup> June 2020)		

**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: 13 <sup>th</sup> May 2021 for meeting 22 <sup>nd</sup> May 2021
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: