

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.

Directorate: Adults and Health	Service area: Public Health
Lead person: Rachel Brighton/Helen Spencer	Contact number: 01133787857

<p>1. Title: Leeds Irish Health and Homes Contract Extension</p>
<p>Is this a:</p> <p> <input type="checkbox"/> Strategy / Policy <input checked="" type="checkbox"/> Service / Function <input type="checkbox"/> Other </p> <p>If other, please specify</p>

<p>2. Please provide a brief description of what you are screening</p> <p>The decision to extend the contract with Leeds Irish Health and Homes (LIHH) for two years to continue to deliver the Irish Older Peoples Project (IOPP).</p> <p>The IOPP project takes a community health development approach to identify and respond to the health needs of the older Irish population in Leeds.</p> <p>The IOPP develops and delivers a variety of activities and support focusing on healthy ageing, providing opportunities to benefit the social, physical and mental wellbeing of older Irish people. The projects and activities will be appropriate to the needs of both men and women respecting their cultural and religious needs, promoting independent living, reducing social isolation, improving their health and wellbeing, whilst maintaining, their privacy, dignity and right to choose, thus improving quality of life.</p> <p>A key role of this project is to provide information and signposting to other relevant services,</p>

networks and activities.

The contract also requires LIHH to develop connections and work in partnership with other services and identify and respond to the broad health needs of the community which includes 2nd and 3rd generation Irish communities.

LIHH are the only provider currently commissioned to deliver health and wellbeing activities in Leeds specifically targeting the older Irish community, and have proven links and expertise with these communities. Since 2017, LIHH have delivered the IOPP funded by LCC with positive outcomes. The service has continued to demonstrate positive self-reported change across areas including the development of social networks, self-care, financial capability, health and lifestyle and independence.

The practical effects of the extension will mean:

- There are no changes to the support on offer (however it remains responsive to local need).
- The older Irish Community will continue to be able to access support and engage with broad health and wellbeing activity at a time when loneliness, social isolation and mental health needs are increased due to the impacts of the Covid 19 Pandemic.

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"> • Eliminating unlawful discrimination, victimisation and harassment • Advancing equality of opportunity • Fostering good relations 		✓

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)

LIHH are commissioned to support and improve the health and wellbeing of Irish Older people living in Leeds. For the purpose of IOPP, older people are defined as 55 years and above. The service is delivered for the benefit of those who are living within the Leeds Local Authority geographical boundary with a particular focus on those living in the most deprived 10% super output areas in Leeds and those who may be socially isolated.

This group faces particular disadvantage due to aspects such as discrimination, poverty and poor health. LIHH are commissioned, to take a person centred approach to enable appropriate support to access services, reduce social isolation and work with individuals to support healthy lifestyles.

- **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)

LIHH are commissioned to target work to meet the needs of older Irish people in Leeds who identify as having Irish heritage and are over the age of 55.

The service works closely with Irish older people, and other older people as appropriate, to enable them to be able to fully participate in the wider community and access other services, support/social networks, activities and groups, including statutory services as appropriate reflecting ongoing needs. The work is measured by service user self-reported outcomes across domains including; friends, networks and relationships; meaningful use of time; and active and independent.

By supporting the community to fully participate and engage with other networks and services, the IOPP promotes the benefits of integration and connectedness with the broader community in Leeds.

<ul style="list-style-type: none"> • Actions (think about how you will promote positive impact and remove/ reduce negative impact) <p>The LIHH contract has been specifically designed to help improve equity of service access and the health of deprived and vulnerable older people, compared with other Leeds residents. By delivering activities and supporting events in the community, the IOPP encourages good relationships and social interaction between targeted communities and others. Positive impacts are seen across wider networks including families, friends, geographical communities and communities of interest (e.g. where a younger person has caring responsibilities for an older Irish person)</p> <p>LIHH are expected to ensure appropriate support to individuals across all protected characteristics such as sexual orientation, disability, or where they're from culturally diverse backgrounds etc. They are also expected to work closely with other specialist services that can provide bespoke measures to meet the needs of the service users. The providers are expected to have and work within their own equality and diversity policies and quarterly monitoring meetings which include the use of and support from the Quality Management Framework will ensure that this is working well.</p> <p>There is an opportunity at monitoring meetings for the commissioner to be satisfied that this is being done and if there is any evidence to suggest this is not so, to adjust activity accordingly.</p>

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:	N/A
Date to complete your impact assessment	N/A
Lead person for your impact assessment (Include name and job title)	N/A

6. Governance, ownership and approval		
Please state here who has approved the actions and outcomes of the screening		
Name	Job title	Date
Lucy Jackson	Chief Officer /Consultant in Public Health FFPH Older people, Long Term Conditions , Cancer,	21/4/2021

	localities and primary care	
Date screening completed		1/4/2021

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 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: