

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 & Health	Service area: All Areas
Lead person: Cath Roff	Contact number: 01133783875

1. Title: Better Lives Strategy 2022 – 2026

Is this a:

Strategy / Policy
 Service / Function
 Other

If other, please specify

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

This EDCI Screening relates to the development of the new Better Lives Strategy and Action Plan 2022 – 2026.

In February, Leeds City Council agreed the Best City Ambition for Leeds. The ambition sets out the three key pillars of Health and Wellbeing, Inclusive Growth and Zero Carbon delivered through the continued commitment to strength-based approaches, harnessing a contribution from everyone, and working across sectors with the citizen at the centre of activity.

While the Best City Ambition is the overall vision for the future in Leeds, further strategies and plans are required to develop the direction and detailed actions we will take as a city to get there. One such example is the Better Lives Strategy. This is Leeds City Council's strategy for people with care and support needs. It includes the contribution wider council services make to ensure people who draw on support have a good life. The current version ended 2021.

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)

The new Better Lives Strategy sets out our strategic vision and priority actions in relation

to people with care and support needs and their families / carers. The priorities and actions proposed reflect the conversations and engagement activities that have taken place with people to help shape the content, along with what is already known through national consultation exercises and other local research activities. The engagement activities to date are listed below.

A full EDCI assessment will be carried out upon a decision by Executive Board to approve the proposed strategy. A full EDCI on organisational change will consider any impacts on our workforce.

In addition, each specific action will also need to consider any impacts of proposed changes to protected characteristics, so separate screening and assessments will be completed as appropriate in this regard.

Better Lives Strategy – Consultation Dates

Survey

Service User and Carer Survey - 13th July to September 7th

Health and Social Care Professional Survey - 13th July to September 7th

Commissioned Provider Survey - 13th July to September 7th

The questionnaires were promoted via Forum Central, LIP, Carers Leeds, Leeds Directory and the LCC website.

Workshops

Elected Member Workshop 25th and 31st January

Public / Service User Workshops – 19th and 24th January

Neighbourhood Network session – 24th January

Forum for Race Equality in Social Care – 19th January

Deaf Forum - 10th February

Better Lives Board Workshop - 25th September

We were forced to cancel sessions we had organised with Neighbourhood Networks and through ABCD Pathfinder sites due to the re-emergence of Covid measures in December.

We will revisit the face to face consultations when appropriate to do so, also focusing on Federation for the Blind, LGBT+ Hub, and BME Hub.

Interviews

1 to 1 Interviews with health and social care staff and partners 7th June to September 30th

- **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)

Whilst a full EDCI Assessment will be carried out, it is considered that the proposed strategy will have positive impacts on all protected characteristics.

- **Actions**

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

A full EDCI will be carried out along with the individual screening and assessment of each priority action as appropriate.

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:	May 2022 (subject to Executive Board decision).
Date to complete your impact assessment	June/July 2022
Lead person for your impact assessment (Include name and job title)	Cath Roff, Director Adults & Health

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Cath Roff	Director Adults & Health	18/02/2022
Date screening completed		18/02/2022

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:

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