

# 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: Adults &amp; Health</b>	<b>Service area: Integrated Commissioning</b>
<b>Lead person: James Woodhead</b>	<b>Contact number: 0113 378 3841</b>

## 1. Title: Enhance Programme

Is this a:

**Strategy / Policy**

**Service / Function**

**Other**

**If other, please specify**

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

This is a screening of the proposal to establish the funding for the Enhance Programme. The Enhance Programme’s main aims are “to support safe and sustainable discharge from hospital and neighbourhood teams into a secure home environment and to link Neighbourhood Teams with third sector organisations to enhance capacity in both sectors and avoid both delayed discharges and readmissions.”  
The total £800,000 funding budget is being provided by Leeds NHS Community Healthcare Trust (LCH) .

## 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)

The £800,000 funding will be distributed within the Leeds Third sector to meet the ambitions and outcomes of the Enhance programme. The funding is aimed primarily at older people with complex needs and has a stated aim of 'utilising the third sector expertise in understanding and tackling health inequalities to help improve the health of the poorest the fastest'. The specification for bidders: includes 'The gap in life expectancy

between our most deprived and least deprived communities remains stubborn. This emphasizes the need to improve socioeconomic conditions in the most disadvantaged areas. (State of Ageing in Leeds 2021) Older people are more likely to have a disability or accessibility and mobility requirements, and one in five people aged 65–69 have difficulty with five or more daily activities like washing, dressing or eating. One in eight households in Leeds contains one person aged 65 or over living alone. (State of Ageing in Leeds 2021)'

The fund has been promoted within the third sector through infrastructure partners and has generated interest from many smaller community-based organisations including a number that work with specific communities including Leeds BAME communities.

As part of the application process bidding organisations are asked to demonstrate their understanding of the diversity of needs of the population that they will be working with and bids are scored against this.

- **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 funding criteria stipulate that all successful projects must adopt a 'test and learn' approach

Demographic data for people taking part in each of the funded projects- age, ethnicity, disability, sexuality will be collated by Leeds Older People's Forum and shared with the programme delivery partnership which includes LCC Adults & Health Commissioning and Public Health representatives). Also qualitative data will be collected on the outcomes achieved by the projects. This will allow the Programme to have oversight of the diversity of the people who have benefited from the support of the projects and provide the intelligence needed to direct projects accordingly.

- **Actions**

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

The test and learn approach and data/feedback collected during the life of the Enhance programme will identify the degree to which projects are engaging with the more deprived communities in Leeds and with diverse communities. Projects that are successful in doing this will be identified by the programme and their practice approaches shared with other third sector providers.

**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)	

<b>6. Governance, ownership and approval</b>		
Please state here who has approved the actions and outcomes of the screening		
<b>Name</b>	<b>Job title</b>	<b>Date</b>
Caroline Baria	Deputy Director Integrated Commissioning	4/4/22
<b>Date screening completed 4/4/22</b>		

<b>7. Publishing</b>	
<p>Though <b>all</b> key decisions are required to give due regard to equality the council <b>only</b> publishes those related to <b>Executive Board, Full Council, Key Delegated Decisions or a Significant Operational Decision.</b></p> <p>A copy of this equality screening should be attached as an appendix to the decision making report:</p> <ul style="list-style-type: none"> <li>• Governance Services will publish those relating to Executive Board and Full Council.</li> <li>• The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.</li> <li>• A copy of all other equality screenings that are not to be published should be sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a> for record.</li> </ul> <p>Complete the appropriate section below with the date the report and attached screening was sent:</p>	
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: 1/4/22
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: