

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: Caron Walker	Contact number: 07891 271273

1. Title: Procurement of a mentally health service			
Is this a:			
<input type="checkbox"/>	Strategy / Policy	<input checked="" type="checkbox"/>	Service / Function
		<input type="checkbox"/>	Other
If other, please specify			

2. Please provide a brief description of what you are screening
<p>Public Health (A&H), LCC commission organisation to deliver a mental health service to support public mental health within deprived geographical communities and amongst those groups deemed the most at risk of poor health in Leeds. The aim of the contract to address the health inequalities that exist within Leeds through a community development and asset based approach of working with communities about what is important to them to support them to live healthier lives</p> <p>Authority is being sought to procure a single new service, with a wider scope to include other populations identified as being at risk. The service will contribute to improving and protecting the mental health of residents by:</p> <ul style="list-style-type: none"> • Providing proportionate universalism, mental health promotion intervention to: <ul style="list-style-type: none"> ○ Promote protective factors.

- Address social isolation/loneliness
- Reduce stigma/discrimination
- Develop individual, community and organisational 'mental health literacy.
- Provide targeted, mental ill health prevention by:
 - Addressing multiple risk factors for mental ill health.
 - Support groups/ populations at risk of mental ill health.

The service will use community health development approaches to strengthen individual and community resilience and improve health and wellbeing. The service aims to reduce health inequalities, promote healthy lifestyles and protect health within communities. It will use an outreach approach to identify people who will most benefit from engaging with the service, working with individuals and communities to identify local needs and ensure appropriate support and interventions.

The contracts for the current service are due to expire on 31st March 2023 and approval is therefore being sought to procure a new service.

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**.
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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 procurement of a new mental health service to support public mental health will mean there will continue to be a service contributing to strategic plans to improve outcomes for communities in some of the most disadvantaged areas of Leeds.

The service is being procured in response to a continued need to address health inequality and improve equity of access to health and wellbeing services. It does this by:

- raising the health status of 'vulnerable' BAME groups and other communities of interest
- raising the health status of those living in deprived communities

Both these groups face particular disadvantages by virtue of a number of exacerbating features such as poverty, poor education, age, gender, or lack of services which marginalise and exacerbate poor health status.

A key feature of the service will be that it will undertake proactive outreach with individuals within the full range of the different equality characteristics. Demographic information will be collected and analysed to identify specific community groups who may not be accessing the service and need to be targeted through specific outreach work.

The service will also work closely with other specialist services that can provide bespoke measures to meet the needs of individuals as required.

The successful provider will need to demonstrate that they have, and work within, appropriate equality and diversity policies.

The service will be commissioned to take a person centred approach to enable appropriate support to access services, reduce social isolation and work with individuals to encourage healthier living and ultimately promote better 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 service will cover all ages, where appropriate, but primarily focuses on people aged 16+. The service will be delivered in the 10% most deprived neighbourhoods nationally within Leeds, as identified in the Index of Multiple Deprivation 2015 (IMD) but not exclusively as the new commission will provide citywide cover for active community suicide prevention and wider Mental Health Awareness Training.
- The service model will put the community at the heart of the work delivered – groups will be formed based on needs identified during outreach and engagement and then local residents will be supported to co-produce the development and maintenance of groups.
- Detailed demographic information of service users will be collected and analysed to identify populations where additional outreach and engagement activity needs to take place.

• **Actions**

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

Equality, diversity, cohesion and integration will be covered in detail within the terms and conditions and the service specification for the new service.

Quarterly monitoring submissions and contract management meetings will be used to review service user demographic information to make sure that the service:

- engages and supports the all communities from the identified geographical areas from different equality groups
- ensures equality of access
- works jointly with specialist partners where appropriate to ensure access is available to all
- works actively to reduce barriers to people accessing support

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
Caron Walker	Consultant in Public	16/06/2022

	Health	
Date screening completed		14/04/22

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: