

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/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Leeds – a Mentally Healthy City: Update Report”.	Service area: Public Health
Lead person: Caron Walker	Contact number: 07891 271723

1. Title:	Leeds - A Mentally Healthy City: Update Report		
Is this a:	<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function	<input type="checkbox"/> Other
If other, please specify			

2. Please provide a brief description of what you are screening
<p>This EDCI Screening relates to the development of a new paper “Leeds – a Mentally Healthy City: Update Report”.</p> <p>Leeds has an excellent history of championing good mental health through broad preventative programmes and innovative mental health support and services. This whole-system approach is more important than ever as the mental health impact of Covid-19 continues to be significant, further compounded by the cost-of-living crisis.</p> <p>Groups particularly affected are those people who were already at risk of poor mental health; people who were bereaved during lockdowns; health and social care staff, people admitted to intensive care with Covid-19 and those who have faced domestic abuse.</p>

The purpose of the report is to:

- Provide an overview on the state of mental health in Leeds as we emerge through the Covid- 19 pandemic and in the current economic climate.
- Describe current work in place and plans for the future
- Engage a wide range of sectors in playing an active part in Leeds being a Mentally Healthy City - creating conditions for positive mental health in all our communities

Understanding the impact of Covid and the current cost of living crisis on different communities is a key aspect of the paper – and addressing these inequalities is a core objective of the work the paper summarises.

The paper uses the Leeds all-age Mental Health Strategy to structure the overview of current and future work. The Mental Health Strategy was signed off in January 2020 by Leeds Health and Wellbeing Board and involved significant engagement and consultation with equality groups and communities experiencing the greatest mental health challenges.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/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 and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

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 	X	

- | | | |
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| <ul style="list-style-type: none"> • Fostering good relations | | |
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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)

Recommendations included in this paper are that:

- Leeds City Council continues to play a lead role improving and protecting the mental health of the Leeds population and addressing mental health inequalities
- Leeds City Council invests in and build upon existing programmes of work in the city that promote good mental health and prevent mental ill health for those who are most disadvantaged in our City

These proposals are based on in-depth understanding of mental health inequalities in Leeds as identified in Leeds Mental Health Needs Assessment(s), forecasting/modelling of future mental health need and community consultation.

Future plans include an annual mental health listening exercise. The survey methodology is accessible, and findings will enable further understanding of the mental health needs of key groups.

- **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 summary paper 'Leeds – a mentally healthy city: Update Report' outlines work in the city that meets the needs of people who experience the greatest mental health challenges and who experience the poorest mental health.

- **Actions**

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

Recommendations in the paper will positively affect the whole population of Leeds - through broad universal approaches. However, the focus on addressing mental health inequalities will remove negative impact on equality groups - including addressing racism and discrimination and bolster protective factors.

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	Chief Officer in Public Health	20 th June 2022

7. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screening's should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed

20th June 2022

If relates to a Key Decision - **date sent to Corporate Governance**

Any other decision – **date sent to Equality Team (equalityteam@leeds.gov.uk)**