

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: Alison Ferguson	Contact number: 0113 3787846

1. Title: 0-19 Public Health Integrated Nursing Service (PHINS)

Is this a:

- Strategy / Policy
 Service / Function
 Other

If other, please specify

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

This screening relates to the extension of the contract for 0-19 PHINS.

The service will continue to provide the nationally mandated five Universal Health Reviews (before a child is 3 years old), the National Child Measurement Programme, oral health promotion programmes and the annual oral health survey.

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?	Yes	
Have there been or likely to be any public concerns about the policy or proposal?		No
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		No
Could the proposal affect our workforce or employment practices?		No
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 	Yes	

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)

A full equality, diversity, cohesion and integration impact assessment was undertaken at the time that the contract was originally awarded. This decision does not change any of the findings and the actions identified at that time will continue to be addressed.

- **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 impact positively on families from all equality groups by ensuring they

continue to have access to a high quality, integrated and effective service which:

- Improves health outcomes and reduces health inequalities by ensuring interventions reach vulnerable children, young people and their families, using a universal proportionate approach.
- Safeguards children and young people, ensuring timely identification of risk and proactive engagement in safeguarding activity.
- Provides high quality, evidence-based and accessible services with a focus on prevention of ill health and provision of early interventions.

Nevertheless, areas where the service could take positive action were identified.

- **Actions**

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

The findings at the time of the full assessment and updates (blue text) are as follows. A significant proportion of the initial contract period was affected by covid and this extension will ensure that the actions identified can be thoroughly reviewed and addressed.

- The services currently collect basic demographic data but more detailed demographic information is required in order to better understand who is engaging with the service and what developments are required in order to reach those not engaging.
Update: this has been addressed through contract management and more detailed information is now collected. This will be regularly reviewed to make sure that the demographic data being collecting continues to provide the necessary information to inform service delivery.
- Need to continue to build upon the current father-inclusive practice and work towards routine collection of the number of fathers or significant others present with the mothers during home visits or clinic appointments.
Update: work has taken place to record fathers/significant others who attend the Pregnancy, Birth and Beyond programme.
- Current evidence around the impact of Well Baby Clinics is limited – we need to develop approaches to evaluate the impact of clinics and that those in need of support are accessing the clinics.
Update: additional partnership work regularly takes place with colleagues in other areas of public health provision to make sure that the impact of this work is better understood and targeted towards those most in need. The provision of this element of the service was hugely impacted by covid and the contract extension will allow this provision to continue and develop as was originally intended.
- Pathways are delivered as per the recommended clinical guidelines for these services – need to expand and develop the audit programme, focussing on improving outcomes for our most vulnerable families.
Update: Significant work has taken place on developing pathways during the initial contract period and this will continue during the extension period. For example, the service is currently working on an improved pathway for people from the Roadside Traveller community and have recently completed a Parents with a Learning Disability Pathway
- Ongoing engagement with identified vulnerable groups is required and further analysis and/or consultation is required to better understand LGBTQ+ issues,

parents with complex needs and young people with Special Educational Needs.
 Update: this action will be monitored through the existing contract management process

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
Emma Newton	Acting Health Improvement Principal (Children & Families Team)	13 th February 2023
Date screening completed		10 th February 2023

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: 13 th February 2023
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent:

