

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: Intregrated Commissioning
Lead person: Kate Daly	Contact number: 0113 3786027

1. Title: Age Friendly coordination - grant award to Leeds Older People’s Forum

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 assessment of the intention to fund age-friendly coordinator capacity within Leeds Older People’s Forum (LOPF) which will provide community-based support to the local partnership working to deliver on the shared Age Friendly ambition to make Leeds the best city to grow old in. The proposal is to award a 3 year grant agreement to LOPF for £37,000 per annum (in total £111,000) from 1st April 2023.

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 proposal involves funding additional age-friendly capacity with the LOPF's Friendly Communities Team, who will work alongside the dementia friendly coordinator to engage and facilitate different organisations, businesses and services to make commitments to act on both age and dementia friendly agendas, deliver 'Dementia Friends' and 'Wise Up To Ageism' awareness sessions, and build community capacity to further develop the work of the Age Friendly Leeds Board. The team will also work closely with older people to ensure that their voices are heard in strategy, policy and service developments including instructure proposals. This proposal will also expand the reach and diversity of the Age Friendly Steering Group to ensure Age Friendly activities, services, policies and strategies take account of the the diverse voices of older people in Leeds.

Engagement around this proposal has been undertaken with the Deputy Executive Member for Adults and Health, members of the Age Friendly Steering Group, LOPF and colleagues from Public Health and Adults & Health Resources.

- **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 proposal includes developing the Age Friendly Steeriing Group (a group of older people who support the Age Friendly initiative) to expand its reach and diversity, through outreach sessions within the Neighbourhood Networks and other third sector groups that engage older people. It may set up satellite groups with diverse communities to extend the reach of LOPF into diverse communities.

The proposal will expand the number of Age Friendly Ambassadors in the city to 500 including from but not limited to children & young people, police officers, fire officers, bus and taxi drivers.

It will recruit and work with organisations, businesses and services to develop a range of age and dementia friendly services across the city, and this will help promote places and activities that enable older people to be independent and socially connected.

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

A function of the new Age Friendly coordination capacity involves bringing the voice of older people captured through their work initiatives to the Age Friendly Leeds Board and Partnership, and support the Public Health Older People's team around broader Age Friendly initiatives as appropriate.

The Age Friendly proposal has been developed in partnership with LOPF, Integrated Commissioning Team and Public Health Older People's team. This proposal will form the basis of the grant arrangement with LOPF for the delivery of Age Friendly and Dementia Friendly initiatives. This grant agreement will be subject to regularly reporting and monitoring, including the reach and impact of the initiatives in terms of the equality characteristics.

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:	
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Date to complete your impact assessment	
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Lead person for your impact assessment (Include name and job title)	
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6. Governance, ownership and approval

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

Name	Job title	Date
Helen Laird	Head of Public Health	16.03.23
Date screening completed		16.23.23

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: