

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: Public Health	Service area: Health Protection
Lead person: Sharon Foster	Contact number:

1. Title: Leeds Health Protection Board report 2023

Is this a:

- X** **Strategy / Policy**
 Service / Function
 Other

If other, please specify

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

Leeds Health Protection Board report 2023.

The report provides:

- The Executive Board with an outline of the fifth report of the Leeds Health Protection Board since it was established in June 2014.
- Progress made on the Health Protection Board priorities as outlined in the Leeds Health Protection Board 2022.
- Achievements of the health protection system including the local system response to new and emerging infectious diseases including Mpox, and CPE (a type of superbug which had not previously been seen at such a scale).
- An outline of the rapid and comprehensive response to infectious disease outbreaks particularly impacting on families experiencing high levels of poverty and social deprivation, scabies, for example.

- A spotlight on the work of two key health protection partners in the city, Bevan and the Leeds City Council resilience team.

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 Health Protection Board will continue to mitigate risks and the impact of health inequalities when planning programmes and monitoring progress on priorities.

The HPB has been working to get beneath the headlines to better understand the real areas of concern for Leeds relating to health protection. We will continue to monitor the health status of our population in relation to health protection priorities.

Globally, climate change and antimicrobial resistance (AMR) continue to present new risks which we will need to be able to prepare, adapt and respond to, including extreme weather events and increased spread of infectious diseases. The emerging health protection priorities that require focused attention disproportionately affect those living in social deprivation, displaced populations and people seeking asylum.

The approach outlined in the report focuses on a commitment to evolve, innovate and address health protection challenges through working with communities, addressing health inequalities, workforce development and collaborative working.

- **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 work of the Health Protection board prioritises health inequalities and focuses on activity to mitigate the risks of those most vulnerable to the impact of infectious diseases and environmental hazards.

Specifically, the health protection board identifies priorities each year that focuses on improving immunisations, access to services, outbreak response in vulnerable settings and for those groups most at risk of the negative impact of health protection risks.

The HPB assesses health needs including the potential positive and negative impact on different equality characteristics, as well as assessing risk and ensures that resources

and expertise are directed where most needed. Specific focus remains in areas where the impact of health protection issues are greatest including where people are living in socially deprived areas, vulnerable groups including children, older people and those with existing health conditions, people who have no recourse to public funds and people living in contingency hotels seeking asylum.

The Health Protection Board ensures that health protection issues for vulnerable groups are addressed and that there is a focus on reducing health inequalities. The Board will be committed to ensuring that equality and diversity is a priority in its work programmes and a key consideration in its assurance role.

- **Actions**

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

Focused actions are outlined in each section of the health protection board report outlining actions to be taken that will positively impact and reduce the negative impact of health protection hazards.

These actions include:

- Conducting health needs assessments and implementing recommendations in areas and population groups of highest need.
- Close monitoring of local infectious disease surveillance, regional and national data to ensure a timely response.
- Commissioned services implementing a comprehensive audit of vulnerable settings (care homes, schools) to keep people safe from harm and prevent outbreaks.
- All work programmes are informed by robust evidence base and community insight.
- Evaluation of programmes to monitor impact and inform future ways of working.
- Commissioning and advising services to case-find in population groups most at risk of infectious disease and allow for early detection and treatment.
- Commitment to improving access to information in a wide range of languages, adopting different approaches in cascading messaging, including through community engagement.
- Key commitment from stakeholders to working together across the system to ensure a one system approach and mitigate negative impact of fragmented services.

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
Victoria Eaton	Director of Public Health	28/2/24
Date screening completed 28/2/24		

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: