

# 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.

<b>Directorate: Adults &amp; Health</b>	<b>Service area: Public Health</b>
<b>Lead person: Helen Laird</b>	<b>Contact number: 0113 3782285</b>

## 1. Title: Director of Public Health Annual Report 2023 - Ageing Well: Our Lives in Leeds

Is this a:

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

**If other, please specify**

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

The Director of Public Health (DPH) has a mandatory duty to publish a report annually describing the health of the population and make recommendations to improve health. The Director of Public Health Annual Report 2023 is called 'Ageing Well: Our Lives in Leeds'.

## 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.

<b>Questions</b>	<b>Yes</b>	<b>No</b>
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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>	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 Director of Public Health Annual Report 2023 - 'Ageing Well: Our Lives in Leeds' uses data and the voices of people in later life to shine a light on the experiences of ageing well in Leeds. This includes inequalities in the experiences of different groups, such as the differences for people living in the most deprived areas of Leeds, people in different age ranges, ethnically diverse communities, men and women and disability/long term conditions.

In producing the report a range of sources were utilised to understand the experiences of different groups. An online survey aimed at people aged 50+ in Leeds was conducted to

understand what supports people to stay happy, healthy and strong as they age. This received 909 responses from people covering a range of groups across Leeds. The demographics of respondents was reviewed to ensure this was representative of a range of protected characteristics, including age, ethnicity, sexual orientation, gender and geographical area. In addition, focus groups were conducted to reach and engage audiences from a broad range of different backgrounds, demographics, and life experiences (Hamara Healthy Living Centre - 'Recycled Teenagers' Group; Burmantofts Community Friends - Lunch Club; Armley Helping Hands; SAGE Men's Space hosted at Yorkshire MESMAC). The report also utilised published literature on ageing well needs where local data for some groups was not available. As a result, this was key to informing the key findings and recommendations within the report.

Being socially active is a strong protective factor for the physical and mental health and wellbeing of people of all ages, including older adults. Social isolation and loneliness have a serious negative impact on physical and mental health, comparable to other well established risk factors (such as smoking, obesity and physical activity). As a result, this was identified as an important theme for the report, which has informed one of the key findings and recommendations.

- **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)

#### Equality Characteristics

The Director of Public Health Annual Report 2023 uses data and the voices of people in later life to shine a light on the experiences of ageing well in Leeds, including inequalities in the experiences of different groups. The findings in the report identified differences in ageing well outcomes for particular communities and recommendations in order to address these. In particular:

- Our ageing population is changing and becoming more diverse. As a result, we need to support people to age well in an inclusive and equitable way that considers the needs of different communities.
- The number of years that people spend in good health in later life is unequal between different communities. There is much more we can do to reduce the time people spend in poorer health in later life.
- Inequalities exist in later life across a range of factors that influence ageing well. The experiences and outcomes of ageing well (e.g. employment and travel) are not equal for people living in deprived areas of Leeds, and for particular communities.

#### Promoting strong and positive relationships

Strong, positive, social connections was identified as an important factor in ageing well. As a result, a recommendation was made in the report to increase opportunities for people to be socially connected, and ensure reducing social isolation in later life is central to all policies and services. This key finding and recommendation has the potential to have a positive impact on promoting strong and positive relationships between groups and bringing groups/communities into increased contact with each other.

- **Actions**

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

Positive impacts of the Director of Public Health Annual Report 2023 on equality, diversity, cohesion and integration will be enhanced by:

- Raising awareness of the findings in the report (in particular: our increasingly diverse ageing population; differences in ageing well outcomes for particular communities; the importance of strong, positive, social connections in later life).
- Raising awareness of the recommendations in order to address differences in ageing well outcomes for particular communities.
- Influencing system wide action to implement the recommendations.
- A progress update on recommendations made in the 'Director of Public Health Annual Report 2023 - Ageing Well: Our Lives in Leeds' in the Director of Public Health Annual Report 2024.
- Ongoing monitoring of inequalities in the experiences and outcomes of different groups.

**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	12.6.2024
<b>Date screening completed</b>		10.6.2024

**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](mailto: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 <b>Governance Services</b>	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: