

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 / Public Health	Service area: Adults & Health Commissioning
Lead person: Caron Walker	Contact number: 07891 271723

1. Title: The Gypsy and Traveller Public Health and Wellbeing service (contract ID DN371851): Is this a:
<ul style="list-style-type: none"> • Strategy / Policy • <u>Service / Function</u> • Other (if other, please specify)

2. Please provide a brief description of what you are screening
<p>Leeds City Council Public Health currently commission a Public Health and Wellbeing service specifically for English Gypsies and Irish Travellers located in Leeds – this is currently provided by Leeds Gypsy & Traveller Exchange (GATE). The service uses community health development approaches to engage and develop trusted relationships with all Gypsy and Traveller communities in Leeds and provide a bridge into mainstream services, such as healthcare provision and community support. The overarching purpose is to improve the health and wellbeing of these disadvantaged communities.</p> <p>The current three-year contract has been in place from 1st January 2020, the full extension period of twenty-four months was agreed from 31st December 2022 and so the contract will expire on 31st December 2024.</p>

This EDCI screening form is linked to an A&H DDP report to approve the implementation of a five-year contract. This contract would run from 1st January 2025 to 31st December 2029, with the option to extend for up to 36 months.

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)

In 2022, an EDCI Screening Template was completed to approve the 24 month extension period which will conclude on 31st December 2024.

In 2019, Public Health undertook a comprehensive health needs assessment (HNA) regarding Gypsy, Traveller (and Roma) communities. This HNA included local population data, a literature review, one-to-one questionnaires and conversations, insight from professionals, service data, and stakeholder consultation. The HNA highlighted national publications outlining the key issues affecting the cohesion and integration of these communities. The findings within the HNA remain relevant.

For this revised contract, additional insight work has been undertaken with the Gypsy and Traveller community. Group interviews with the community, one to one interviews with people living on-site and interviews with members of staff have been undertaken. Findings demonstrate specific health and social needs within the community and system barriers to accessing mainstream services.

This contract does not include the Roma community as this is beyond the focus of GATE. Nevertheless, a recent HNA has been completed by Public Health with recommendations being picked up separately with the Leeds Migrant Health Board (see [Leeds Observatory – Health & Wellbeing – Leeds JSA and supporting needs assessments](#))

- **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)

As part of the ongoing monitoring of the contract, basic equality information has been regularly collected (e.g., age, gender and ethnicity). However, there are some gaps in additional equality information being collected because it is unlikely this information would be provided.

Equality information will continue to be collected during ongoing contract management and performance monitoring.

- **Actions**

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

As noted, the primary function of the contract is to improve the health and wellbeing of members of the Gypsy and Traveller communities in Leeds. However, a secondary benefit (especially through annual history month celebrations in June) is to help myth-bust some of the stigma attached to the Gypsy & Traveller communities and to build bridges with the wider community.

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 – Consultant Public Health / Adults & Health	01.05.2024
Date screening completed		30.04.2024

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 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: [TO BE ADDED]
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: