

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/has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: City Development	Service area: Culture and Sport
Lead person: Matthew Sims Head of Arts and Venues	Contact number: (0113) 247 8335

1. Title: Leeds Town Hall – capital development

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The proposal to pursue a major capital project at Leeds Town Hall involving a bid to the Heritage Lottery Fund and additional fund raising to support the bid. The project would involve changes to the building to improve physical access, and incorporate developments to the learning programme, the cultural and conference based offer of the Town Hall and to the overall visitor experience. Increasing participation and engagement is at the heart of this proposal.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies/policies, services/functions affect service users, employees or the wider community – city wide or more local. These will also have a greater/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 and any other relevant characteristics (for example socio-economic status, social class, income, unemployment, residential location or family background and education or skills levels).

Town Hall officers constantly consult with and canvas opinion across the city to inform new and effective ways of developing and marketing the programme and this will be enhance through the life of this project. This major capital bid will acknowledge that a diverse audience is vital to the health of the cultural sector in Leeds. The benefits that engaging with culture make to health and well-being will be illustrated and evaluated throughout this project.

A wide range of target groups already benefit from engaging with different events and activities on offer at the Town Hall; music of all kinds, film screenings, boxing, the Beer Festival, comedy, heritage tours, weddings, and arts exhibitions all take place in the various spaces within the building. It is at the heart of one of the most diverse events in the city – Light Night.

This major project will open the building up to the whole city and for the first time invite people in on a daily basis for tours, high quality performances and to participate in a learning and interpretation programme. Young people within school time and outside will be a key target group. The improvement of the physical access to the building will ensure that all visitors will be able to enter the building at the same door. Reception and toilet facilities will be improved and there will be a ramp and a lift at the east side of the Town Hall. The working title for the project is 'Leeds Town Hall, the city's Village Hall' – which encapsulates the ethos of this proposal.

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)

Consultation has been carried out with the following people / organisations:

- Cllr Lucinda Yeadon, Executive Member for Leisure and Skills
- Cllr Stewart Golton
- Dr Kevin Grady, Director of Leeds Civic Trust

A programme of consultation will be developed across all stakeholders in the preparation of a potential bid, and in the delivery of the project specifically with:

- Young people who currently engage with the services of Libraries, Arts and Heritage and with other heritage and cultural partners in the city.
- Community groups across the city to include all age groups including those who currently use the building and those who may feel excluded from its offer. This will include those who represent disability groups and a wide range of target audiences across Leeds.

- **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)

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- **Actions**

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

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:

It is likely that owing to the high profile and significance of this bid, a major piece of work on an impact

	assessment will take place as part of the project.
Date to complete your impact assessment	Not known at present.
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
Cluny Macpherson	Chief Officer Culture and Sport	

7. Publishing

This screening document will act as evidence that due regard to equality and diversity has been given. If you are not carrying out an independent impact assessment the screening document will need to be published.

If this screening relates to a **Key Delegated Decision, Executive Board, full Council** or a **Significant Operational Decision** a copy should be emailed to Corporate Governance and will be published along with the relevant report.

A copy of **all other** screenings should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed	10 April 2014
If relates to a Key Decision - date sent to Corporate Governance	
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	