

# 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.

<b>Directorate: City Development</b>	<b>Service area: Culture and Sport</b>
<b>Lead person: Ann Wishart, Arts Development Manager</b>	<b>Contact number: (0113) 247 8049</b>

## 1. Title: **Arst@Leeds Grant Scheme**

Is this a:

**Strategy / Policy**

**Service / Function**

**Other**

**If other, please specify**

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

The continuation of the 3-year grants (Arts@Leeds) and Leeds Inspired grants. To agree the grant budget for the next 3 years including agreed savings. To incorporate funding for Leeds West Indian Carnival, the Reggae Festival, Leeds Irish Festival and the Yorkshire Sculpture Triangle.

## 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).

The arts@leeds grant scheme is set up to fund cultural organisations to deliver arts activity across the city to Leeds residents. As part of our application and decision process we aim to ensure a variety of arts activities are available for all and take into consideration equality, diversity, cohesion and integration when assessing the applications and activities offered.

The 3 year scheme was successfully started in 2012, we are now in the final year of funding and we would like to start the next round.

Throughout the 2 years the current scheme has been running the Arts Development team have consulted with arts organisations (funded and non-funded), with the public face to face and through the funded companies monitoring and attending events. We have also looked at good practice from other local authorities, the arts council and trusts and foundations.

A wide range of target groups already benefit from engaging with different arts organisations across the city that are currently funded by the 2012-15 arts@leeds scheme. The new round will be an opportunity to engage with new organisations, continued support for existing companies and ensure we fund as many diverse activities as possible.

Grants will be assessed based on Leeds Culture Criteria

- Spot, nurture and retain talent in Leeds
- remove barriers to enable all to participate in cultural activity
- contribute to the distinctiveness of the cultural offer in the city
- inspire the communities of Leeds and to be inspired by them

Within this vision we recognise and fund appropriate organisations within the city that raise the profile of Leeds, recognise organisations and their employment of local staff and artists, and the different scales of organisations to ensure a diverse range of artforms, activities, and opportunities to engage are funded.

The benefits that engaging with culture make to health and well-being, child friendly city and age friendly city will be illustrated and evaluated throughout the 6 monthly and annual monitoring of the organisations funded.

By ring fencing activity for the Leeds West Indian Carnival, the Irish Festival, Leeds Asian Festival we are able to ensure cultural activities benefit all communities and promote the diversity of our city.

The grant scheme will fund high quality art, support artists and arts organisations develop audiences and showcase Leeds as a key cultural destination. By funding arts activities in Leeds we will boost the local economy, offer employment, support graduate retention and

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"> <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)

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

- Cllr Lucinda Yeadon, Executive Member for Leisure and Skills
- Informal consultation with a range of arts organisations across the city

Once the applications have been received we will consult with the Executive board after completing the assessment process. The Chief Officer for Culture and Sport will make recommendations on the applications received.

- **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)

- 

• **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:

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

<b>Name</b>	<b>Job title</b>	<b>Date</b>

## **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](mailto:equalityteam@leeds.gov.uk). For record keeping purposes it will be kept on file (but not published).

**Date screening completed**

If relates to a Key Decision - **date sent to Corporate Governance**

Any other decision – **date sent to Equality Team (equalityteam@leeds.gov.uk)**