

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: Dinah Clark / Cluny Macpherson	Contact number: 2478299

1. Title: Should Leeds Bid for European Capital of Culture 2023?

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

European Capital of Culture 2023 The European Capital of Culture is a competition where the winning city becomes the international centre for a year-long European festival taking place all over the city.

The next time a UK city can win it is for 2023. Only a UK city will be able to compete for it in that year as different countries take it in turns.

Preparing, bidding for, and, if successful, running a year-long schedule of events will cost Leeds City Council and other stakeholders a considerable amount of money. However, previous winning UK cities have proved that the amount of money that is invested back into the city far outweighs the initial outlay. Being awarded the title would result in staging a year-long programme of cultural events throughout the city. The benefits could include:

- Employment opportunities
- Increased revenue for businesses
- Working with the city's diverse communities on the programme of cultural events.
- Raising the profile of Leeds as a major European City.
- Meeting the council's ambition to be the Best City by 2030

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).

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?	✓	
Have there been or likely to be any public concerns about the policy or proposal?	✓	
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	✓	
Could the proposal affect our workforce or employment practices?		✓
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 	✓	

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)

Leeds City Council has worked with stakeholders to ascertain if making the bid is a good idea. This has included talking to businesses, organisations and the diverse communities that make up the residents of Leeds.

People living in Leeds and organisations working with local people are integral to the preparation and delivery of the ECOC 2023 initiative, which in turn must reflect the diverse make-up of the city.

By talking to a range of people from different communities across the city in small numbers, we were able to add to and produce a wide snapshot of views. This made up the core of a robust schedule of engagement activities that included the city's diverse communities and which will be built upon and continued to the next stage, looking at what kind of a bid Leeds will make.

- **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.)

Consultation findings so far show strong support from a range of people for submitting a bid to be European Capital of Culture. A successful bid would require the involvement and engagement of the city's different communities.

- **Actions**

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

If we get a positive decision to bid, the deadline for delivering the bid is 2017. A comprehensive impact assessment would be done at that point and enclosed with the bid.

Should Leeds decide not to bid, it is anticipated that the information that has been gathered through consultation will go on to be used in preparation of a new cultural strategy for the city which will influence other future policies and strategies.

A key aim of a new cultural strategy is to reach and engage all our city's diverse communities and for Leeds people to feel they can enjoy access to different culture and cultural experiences on equal terms. The city's cultural strategy will articulate what culture is and dispel the myth that "culture" is another name for or narrow definition of "high art for the wealthy".

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:	N/A
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
Cluny Macpherson	Chief Officer, Culture & Sport	19 February 2015

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** screening's should be sent to equalityteam@leeds.gov.uk. For record keeping purposes it will be kept on file (but not published).

Date screening completed	19 February 2015
If relates to a Key Decision - date sent to Corporate Governance	20 February 2015
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	