

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: Communities and Environment	Service area: Migration Yorkshire
Lead person: Dave Brown	Contact number: 0113 378 9013

1. Title: To enter into a contract arrangement with An Invisible Man Company to deliver a theatre production based on Syrian refugee stories of resettlement in the Yorkshire and the Humber region

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

As part of the resettlement monitoring and evaluation project, the use of An Invisible Man theatre company to engage with refugees and produce a play based on refugee stories in Yorkshire and the Humber, raising awareness of refugee issues to communities and young people.

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?		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 x 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)

We have considered equality, diversity, cohesion and integration as key elements to the monitoring and evaluation of the resettlement project to date. The proposed audience for the theatre play will be host communities and schools. We aim to raise awareness of issues faced by Syrian and other refugee coming to our region, in order for there to be a better understanding between host and new communities and with the aim of improving cohesion.

- **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).

The play is a way of reaching an audience that may not readily have access to this type of information. The aim is to engage with audiences in a creative and innovative way. The proposal is that the play will be followed by an interactive workshop to discuss the issues raised in the play such as cultural differences, language how integration of new refugees can be supported by communities. While it may highlight some negative attitudes, by giving time and space to explore the reasons behind this we aim to give members of the public and school children more information and knowledge about the reality for refugees. With this we aim to breakdown barriers and see a more inclusive society.

- **Actions**

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

Funded by the HO and as part of the regional Resettlement Project, Migration Yorkshire has supported LA's across Y & H to develop integration plans for resettlement. This monitoring and evaluation exercise (including the play) will be used to influence and develop these plans going forward. While Migration Yorkshire has already written Guides for LA's in developing and setting up new services, the learning from this exercise using direct experiences, listening to the 'refugee voice' will feed it into the wider context of community cohesion and influence how we plan in the future.

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
Shaid Mahmood	Chief Officer Communities	xxx

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	xxxx
If relates to a Key Decision - date sent to Corporate Governance	
Any other decision – date sent to Equality Team (equalityteam@leeds.gov.uk)	