

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: Communities, Housing and Environment	Service area: Safer Stronger Communities
Lead person: Jennifer Jennings - Migration Project Officer, and Nadeem Siddique – Head of Services, Community Relations and Cohesion	Contact number: 07891 275424

1. Title: Leeds City Council to become an awarded member of the City of Sanctuary UK Local Authority Network.

Is this a:

Strategy / Policy
 Service / Function
 Other

If other, please specify

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

The City of Sanctuary UK is a national movement that works towards promoting welcome across the UK, for refugees and people seeking sanctuary.

City of Sanctuary UK support a network of groups, from across all sectors, and they have established an awards programme to recognise and celebrate organisations who go above and beyond. In the past, entire cities were awarded City of Sanctuary status, but in 2021 the movement introduced a Council of Sanctuary Local Authority Network award process, to replace the citywide status.

Leeds City Council joined the movement in May 2023, following consultation with the leader of the council, Councillor James Lewis, and the Executive Member for

Communities, Councillor Mary Harland. Leeds City Council committed to the movement pledge to work towards applying to become an awarded member of national movement.

To become an awarded member of the City of Sanctuary UK, the council must publicly commit to joining the City of Sanctuary Local Authority Network via a motion or formal decision at a public committee meeting, such as Full Council or Executive Board.

A deputation was taken to full council on the 13 September 2023, by the Leeds City of Sanctuary group, asking the local authority to consider becoming an awarded member of the City of Sanctuary UK network. Full Council resolved that the matter be referred to the Director of Communities, Housing and Environment for consideration in consultation with the relevant Executive Member.

In October 2023, Members of Executive Board received a report on Migration in Leeds from the Director of Communities, Housing and Environment and agreed “to endorse the council’s approach to becoming a member of the national Local Authority of Sanctuary Network”.

The Safer Stronger Communities Migration team seeks endorsement from James Rogers, the Director of Communities, Housing and Environment, to approve the local authority plan to apply to become an awarded member of the City of Sanctuary UK Local Authority Network.

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 	x	

<ul style="list-style-type: none"> • Fostering good relations 		
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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)

To achieve outcomes of the Best City Ambition, the City of Sanctuary Local Authority Network Award action plan will align priorities with the [migration strategy](#), page 11 of the strategy outlines the shared migrant needs, it includes the protected characteristics and various migration statuses. The strategy research found that the needs for new migrant communities are no different to the needs of established existing communities. The challenges however, and subsequent support required, greatly differ. It is vital to also acknowledge 'need' is variable, and changes according to life circumstances.

The Intercultural Cities (ICC) Network, an initiative by the Council of Europe, made recommendations [Leeds, United Kingdom - Intercultural City](#). This international network aims to support cities to manage diversity and realise diversity as an advantage through tools and expert advice. The membership of both the Intercultural Cities and City of Sanctuary UK strengthen the approach on the Council's cohesion agenda.

The Leeds ICC steering group oversees the work of becoming a council of sanctuary and links to the work around the cohesion and hate crime agendas.

- **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 process of applying for the City of Sanctuary UK Local Authority Network award ensures people with lived experience of seeking sanctuary can influence strategic planning across council services.

This work supports the council to deliver on the Public Sector Equality Duty which states:

'A public authority must, in the exercise of its functions, have due regard to the need to:

- a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act.
- b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it.
- c) foster good relations between persons who share a relevant protected characteristics and persons who do not share it.'

Equality Act 2010, c.15 Part 11, Para 149(1) [Equality Act 2010: guidance - GOV.UK \(www.gov.uk\)](http://www.gov.uk)

• **Actions**

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

The Local Authority Network steering group is chaired by Executive Board Member for Communities and includes council and third sector partners. This steering group will lead on developing an action plan which will feed into the council's ICC steering group.

Some of the key initiatives planned include:

1. Raising awareness with services across the council and linking with services (including the equality hubs).
2. Collate evidence from across council services as evidence for the award application.
3. Planning a workshop to listen to people with lived experience of seeking sanctuary in Leeds. The workshop will provide the opportunity to bring different communities together, with different protected characteristics, to feedback on their experiences (planning in progress).

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:	n/a
Lead person for your impact assessment (Include name and job title)	n/a

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Geoffrey Turnbull	Equality, Diversity, and	

	Inclusion Manager	
Date screening completed		

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:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: