

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	Contact number:3787909

1. Title: Policy & Performance Manager, Culture & Sport Development Team

Is this a:

☒

Strategy / Policy

☐

Service / Function

☐

Other

If other, please specify

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

In January 2014 Leeds City Council consulted with the citizens of Leeds on whether to mount a bid to enter the prestigious EU competition to be designated the European Capital of Culture in 2023.

Following a year of wide consultation and engagement the overwhelming response from Leeds communities and the general public was: Yes.

In March 2015 Leeds City Council undertook to lead a bid for the city by working in partnership with and involving the different stakeholders of the city. The Council set a mandate for the bid to be for all of the city and its communities living and working here and for the bid to be developed in such a way as to benefit all the people of Leeds.

A primary objective of the Leeds bid is to foster greater cohesion, happiness, knowledge exchange and wellbeing in the city by working through culture and the arts. A key deliverable of the bid is to mount a year long cultural festival in 2023 in Leeds which celebrates the city's cultural life and its communities.

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. 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• 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)

An independent steering group was appointed early on through an open call to steer the city's bid. All members of the Leeds 2023 Steering Group consider equality, diversity, cohesion and integration issues within their disciplines and areas of expertise.

In addition, one of our Steering Group members chairs a community engagement advisory group to provide direct input to the European Capital of Culture bid from representatives of the city's different communities.

Consultation on the sensitivities, recommended and required approaches has been carried out with the following people / organisations as part of a wide range of partnership working:

Leeds City Council Equalities Team and Local Area Committees;

Fora and networks representing diverse communities in the city, for example LGBT Hub; Older People's Forum ; Faith groups; Children Leeds; City of Sanctuary; Disability Organisations; and in addition to white British groups South Asian, Eastern European, Irish, African and Caribbean networks.

- **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)

Fostering good relations is a key target outcome of the bid for European Capital of Culture, working within and across different communities and groups in the city and facing outward to neighbouring areas and communities in the wider world far and near.

Should the city of Leeds win the EU competition in 2018 when the final result will be known, it will give the city a five year build up period in which to work to secure the engagement and participation from all the city's different communities – whether as volunteers, participants, audiences or as hosts.

At this early bidding stage, the Leeds 2023 Independent Steering Group has sought to involve the people of Leeds as far as possible so far through an open and transparent and consultative process.

- **Actions**

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

Our bid will consider how to facilitate anyone getting involved in the one year cultural festival firstly, by addressing physical, intellectual, social and economic and language barriers and secondly by promoting a very broad definition of culture and cultural activity. Most of the activity in 2023 will be free to Leeds residents. Measures will be taken to increase physical accessibility of our venues and to put on activity in places which are open, public and already potentially available for use by everyone such as our parks, libraries, streets, schools and faith and community venues. Work is ongoing to develop a bid which will be genuinely for the people of Leeds irrespective of individual circumstances and in line with a new Cultural Strategy for 2017-2030.

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
Dinah Clark	Policy & Performance Manager	14 June 2017
Date screening completed		14 June 2017

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: 14 June 2017
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: