

Appendix 3

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: City Development	Service area: Asset Management and Regeneration, and Economic Development
Lead person: Lee Arnell	Contact number: 0113 3787717

1. Title: Channel 4 and the TV and Film Sector in Leeds and Leeds City Region

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

The screening relates to recommendations contained in the report of Executive Board following Channel 4's decision to locate a new Headquarters in Leeds. The screening specifically relates to recommendations for the city to take steps to maximise benefits and impacts for the TV and Film sector associated with this decision, our aspirations in our Inclusive Growth Strategy, and growth of the sector more generally. The recommendations advocate further work to take place through engagement with partners and will be subject to further decisions in the future.

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• 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)

Equality, inclusion and diversity is a key element of the city and city region's pitch for Channel 4. As one of the youngest and most diverse city regions in the country, there is a stated ambition for the city region to help to diversify the TV and Film sectors, and to work with partners and Channel 4. Central to the whole proposition is around inclusion and equality and tackling barriers and promoting opportunity was a key ingredient in forming proposals. .

- **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)

It is considered that more can be done to promote equality and inclusion within the TV/ Film sector.

There is a chance through this decision to ensure better representation of communities from Leeds and wider city region through the production of more local content.

In doing so, there are opportunities to harness greater equality of opportunity across all equality characteristics within the city.

A number of roles will relocate to the city and this will have implications for individuals moving to Leeds.

There will be further engagement across the city and with existing businesses to identify specific steps to be taken to support their continued growth.

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

- In the next stage, a full Impact Assessment will take place, with engagement with representatives from the industry, our communities and equality groups to define this and actions.
- More specific proposals to be developed on how the city and city region will help to diversify the TV/ Film sector and promote greater inclusion

- Appointment of diversity champions to the Channel 4 Partnership Board.
- Monitoring arrangements (of the impacts of C4 decision) to consider equality and inclusion matters.

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
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: