

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: Economic Development
Lead person: Gareth Read	Contact number: 0113 3787745

1. Title:

Development of new Film / TV Studio

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 to Executive Board to develop a new Film and TV studio in Leeds. Providing a new studio is one of five transformational projects set out in the Leeds Inclusive Growth Strategy and fits with the aims of the Best Council Plan.

Channel 4's decision to relocate its national headquarters to Leeds has provided a catalyst to the city's growing Film / TV sector. Accordingly, the report seeks Executive Board approval for the Council to facilitate the delivery of a new dedicated TV and Film Studio at Whitehall Road at the site of the former Polestar Petty Factory (see location plan at appendix 1).

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)

Equality, inclusion and diversity was 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.

The Film Studio is part of our commitment to Channel 4. Once complete it will provide job opportunities to the sector as well as securing existing jobs. It will also enable more training opportunities and link with the Diversity and Inclusion Screen Industries Initiative led by Bradford Council, supported by Leeds City Council and funded through Leeds City Region Business Rates Pool. Screen Yorkshire, the delivery partner has completed its youth participant recruitment phase to The Beyond Bronte Programme and will hold induction events shortly in Leeds and Bradford.

- **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 and we are addressing this alongside partners. Prime Studios, who are one of the delivery partners in the new studio already work closely with education providers such as Leeds City College and the Northern Film School and wish to increase opportunities for people through training at the new studio. Together with the programmes outlined above, this can help 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)

The skills and training initiatives will have a positive impact on the sector. In addition to these we have appointed diversity champions to the Channel 4 Partnership Board and continue to monitor and consider equality and inclusion matters relating to the Film / TV sector.

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
Gareth Read	Economic Development Manager	10.07.19
Date screening completed		10.07.19

7. Publishing	
<p>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.</p> <p>A copy of this equality screening should be attached as an appendix to the decision making report:</p> <ul style="list-style-type: none"> • 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. <p>Complete the appropriate section below with the date the report and attached screening was sent:</p>	
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: