

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. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

Directorate: City Development	Service area: International Relations
Lead person: Henriette Mahamane	Contact number: 07562439581
Date of the equality, diversity, cohesion and integration impact assessment: 02/11/2023	

1. Title: Leeds-Kharkiv Friendship Oath

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify: set up a new international relationship for Leeds as part of our Destination Marketing and International Relations Plan and our Inclusive Growth Strategy

2. Members of the assessment team:

Name	Organisation	Role on assessment team For example, service user, manager of service, specialist
Henriette Mahamane	Leeds City Council	International Relations Manager

3. Summary of strategy, policy, service or function that was assessed:

This assessment relates to the signing of a Friendship Oath and Agreement between Leeds and Kharkiv, in Ukraine.

What is a friendship Oath/Agreement:

Twinning's or 'sister' arrangements are formal agreements of understanding between two cities, usually based on a written memorandum of understanding concluded through their mayors. These memoranda can be based on several things, ranging from broad declarations of friendship to more specific agreements on business cooperation or partnerships on issues such as education or the environment. All, however, are created to denote some form of special relationship between the two cities¹.

Background information:

In June 2022, Leeds received a formal letter from the Ukrainian city of Kharkiv inviting our council to consider establishing "a comprehensive cooperation between our cities in spheres of common interest" as "a symbolic demonstration of solidarity and support of the British towards Ukraine and Ukrainian people in this challenging period". Kharkiv is already twinned with Lille in France and Brno in Czechia which are both twinned with Leeds.

On 20th July 2022, following a debate, Council resolved that "Leeds has a long tradition of building strong international partnerships in a show of friendship and has a number of long standing twinning agreements and sister city relationships across the world. Council continues to condemn the invasion of Ukraine, and welcome Ukrainian refugees, as the humanitarian situation worsens. Council requests officers to explore a twinning between Leeds and Kharkiv to support closer-ties of friendship confirming the City's commitment to show support and solidarity with Ukraine".

The proposed signing of a Friendship Oath between Leeds and Kharkiv will further underline to the Ukrainian Community in Leeds that the city continues to stand in solidarity with Ukraine and to be a place of welcome and safe haven for Ukrainian refugees.

4. Scope of the equality, diversity, cohesion and integration impact assessment

(complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event)

4a. Strategy, policy or plan

(please tick the appropriate box below)

The vision and themes, objectives or outcomes	<input type="checkbox"/>
The vision and themes, objectives or outcomes and the supporting guidance	<input type="checkbox"/>

¹ Michele Acuto and all, 'City Diplomacy and Twinning: Lessons from the UK, China and Globally, City leadership Initiative, Department of Science, Technology, Engineering and Public Policy, University of London, Government Office for Science, 2016.

A specific section within the strategy, policy or plan	<input type="checkbox"/>
Please provide detail:	

4b. Service, function, event please tick the appropriate box below	
The whole service (including service provision and employment)	<input checked="" type="checkbox"/>
A specific part of the service (including service provision or employment or a specific section of the service)	<input type="checkbox"/>
Procuring of a service (by contract or grant)	<input type="checkbox"/>
Please provide detail: City level agreement	

<p>5. Fact finding – what do we already know</p> <p>Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.</p> <p>(priority should be given to equality, diversity, cohesion and integration related information)</p> <p>Leeds has a long established Russian and Ukrainian communities. In the wake of the Ukrainian conflict, some hate incidents against the Russian community were raised. Both Leeds City Council Safer Communities team and West Yorkshire Police advised that although some tensions were raised at the start of the conflict in Ukraine, there are currently no tensions that would impact on a friendship oath, however, we acknowledge that international events related to the war could affect this position.</p> <p>Leeds continues to show support for Ukraine in the aftermath of the Russian invasion. The Leeds Together for Ukraine Appeal Fund raised over £150,000, which highlights the city-wide support for Ukraine. In addition, the city welcomed over 900 Ukrainian refugees hosted by 400 sponsors. The council is delivering on the Homes for Ukraine scheme and is engaged with wider Ukrainian residents, including statutory partners and the third sector, as part of delivering the scheme and improving access to services and facilitating integration.</p> <p>A consultation has taken place on the 10th November 2023 involving representatives of the</p>

Ukrainian Community Association and Chapel FM.

Are there any gaps in equality and diversity information

Please provide detail:

- building relationship between settled and Ukrainian communities in Leeds
- financial challenges

Action required:

6. Wider involvement – have you involved groups of people who are most likely to be affected or interested

Yes

No

Please provide detail:

Chapel FM based in Seacroft is a community radio which has been involved in an international poetry projects involving the cities of Lille, Brno and Kharkiv with the intention to develop our relationship the Ukrainian city. a more detailed consultation meeting took place on the 10th November.

[Mention the Ukrainian community here too]

Action required:

7. Who may be affected by this activity?

please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

Equality characteristics

Age

Carers

Disability

Gender reassignment

Race

Religion

or Belief

Sex (male or female)

Sexual orientation

Other

(Other can include – marriage and civil partnership, pregnancy and maternity, and those areas that impact on or relate to equality: tackling poverty and improving health and well-being)

Please specify:

Stakeholders

Services users

Employees

Trade Unions

Partners

Members

Suppliers

Other please specify

Potential barriers

Built environment

Location of premises and services

Information and communication

Customer care

Timing

Stereotypes and assumptions

Cost

Consultation and involvement

Financial exclusion

Employment and training

specific barriers to the strategy, policy, services or function

Please specify

8. Positive and negative impact

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

8a. Positive impact:
Signing a friendship oath between Leeds and Kharkiv will help build relationships between the settled and Ukrainian communities improving the council work in terms of combating racism, facilitating local integration and supporting culturally diverse communities. It will also provide an opportunity to share best practices and exchange programmes, which will help to facilitate integration and reinforce Leeds' global status.
Action required:
Working in partnership with community groups and third sector organisations to ensure the council inclusive approach and maximise city-wide positive impact.

8b. Negative impact:
- no negative impact identified
Action required:

9. Will this activity promote strong and positive relationships between the groups/communities identified?
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Please provide detail:
Signing a friendship oath between Leeds and Kharkiv will help build relationships between the settled and Ukrainian communities improving the council work in terms of combating

racism, facilitating local integration and supporting culturally diverse communities.

Action required:
Working in partnership with community groups and third sector organisations to ensure the council inclusive approach and maximise city-wide positive impact.

10. Does this activity bring groups/communities into increased contact with each other? (for example, in schools, neighbourhood, workplace)

Yes

No

Please provide detail:
Signing a friendship oath between Leeds and Kharkiv will help build relationships between the settled and Ukrainian communities improving the council work in terms of combating racism, facilitating local integration and supporting culturally diverse communities.

Action required:

11. Could this activity be perceived as benefiting one group at the expense of another? (for example where your activity or decision is aimed at adults could it have an impact on children and young people)

Yes

No

Please provide detail:
The friendship agreement between Leeds and Kharkiv is aimed at creating a lasting international bond between the two cities and showing solidarity and compassion following the Russian invasion. The city has already demonstrated its support for Ukraine through the Leeds Together for Ukraine Appeal Fund, which raised over £150,000 .
The agreement is aimed at building relationships between the settled and Ukrainian communities, sharing best practices, and facilitating integration.
In addition, the council is engaged with wider Ukrainian residents, including statutory partners and the third sector, as part of delivering the Homes for Ukraine scheme and improving access to services and facilitating integration.
Therefore, the friendship agreement between Leeds and Kharkiv is a positive step towards building stronger relationships between the two cities and promoting international

cooperation and understanding.

Action required:

12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

Action	Timescale	Measure	Lead person
Engaging with the Ukrainian Community Association and other third sector	November 2023	Set up a meeting including the Executive Member for Culture, Economy and Education, representatives of the Safer Stronger Communities, the International Relations Team and representatives of the Ukrainian Community Association and Chapel FM	Henriette Mahamane

Action	Timescale	Measure	Lead person

13. Governance, ownership and approval

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

Name	Job title	Date
Belinda Eldridge	Head of Destination Marketing and International Relations	09/11/23
Date impact assessment completed		09/11/23

14. Monitoring progress for equality, diversity, cohesion and integration actions (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board
Please specify which board
- Other (please specify)

15. 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 impact assessment 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 impact assessments 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 assessment was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent: 10/11/23
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent:09/11/23