

Appendix – Leeds’ Cultural Investment Programme

Equality, Diversity, Cohesion and Integration (EDCI) 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: Culture Programmes
Lead person: Pam Johnson	Contact number: 0113 378 7679

1. Title: Leeds’ Cultural Investment Programme

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

Following the Executive Board decision in July 2022 to approve a review of Council investment in the city’s independent cultural sector, an extensive audit and consultation process has taken place. The subsequent report to Executive Board (April 2023) summarises the headline findings and recommendations which will provide the basis of a redesign of the Council’s cultural grants programmes with aims to:

- more closely align the grants programmes with the Best Council Ambition pillars – Health and Wellbeing, Inclusive Growth and Zero Carbon (see below);
- maximise the positive impacts of the grants programmes for applicants and for the communities of Leeds that benefit from the funded activity.

This EDCI screening applies to the current Cultural Investment Programme review processes and reflects the importance of equality, diversity and cohesion in the proposed priorities and principles (as set out below) and in the planned process of redesigning, or refocusing, how the funding programmes work independently and in relation to each other under one umbrella – Leeds’ Cultural Investment Programme.

Priorities

1. Culture is a golden thread that runs through the Leeds Best City Ambition and contributes to all three of its aims for 2030.
 - Health and Wellbeing – Leeds will be a healthy and caring city for everyone: where those who are most likely to experience poverty improve their mental and physical health the fastest, people are living healthy lives for longer, and are supported to thrive from early years to later life.
 - Inclusive Growth – Leeds will have an economy that works for everyone, where we work to tackle poverty and ensure that the benefits of economic growth are distributed fairly across the city, creating opportunities for all.
 - Zero Carbon – Leeds will have made rapid progress towards carbon neutrality, reducing our impact on the planet and doing so in a fair way which improves standards of living in all the city’s communities.
2. Everyone who calls Leeds home should have the opportunity to engage in high quality creative and cultural activity
3. Champion the creative diversity of our people and communities
4. Use culture and creativity to tell our stories to the world and to keep our city a great place to live, work and grow

Principles

1. City Council funds are for public benefit and all funded activity will contribute to the Best City Ambition
2. Support individuals as well as organisations, small projects as well as large ones and activities with local impact alongside those with national and international reach
3. Encourage creative ambition and excellence
4. Reflect the growing diversity of the city and foster creativity in every community
5. Encourage organisations to work mutually, with generosity and in collaboration and to support individual artists and freelancers to develop their practice and careers in Leeds
6. Work together with the independent cultural sector to maximise opportunity and grow investment for culture and creativity in Leeds
7. Funding guidance will be clear, easy to understand, accessible and inclusive and monitoring will be consistent and proportionate to the level of funds awarded
8. Make decisions based on open applications, share data on decisions openly and use monitoring data gathered to inform future funding

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)

Culture in Leeds has a strong and richly diverse story to tell about the city and its people. The Cultural Investment Programme Review approved by Executive Board in July 2022 led to a broad programme of consultation and/or engagement activities with Leeds' creative sector, previous cultural grant recipients and the wider public.

Improving and measuring equality and diversity impact is a priority for the refreshed grant programmes and will be reflected in the new programme criteria and monitoring data.

The existing cultural grants programmes have historically tracked the number of sessions targeted specifically at the following equality characteristics:

- Race
- Sex and non-binary people
- Sexual orientation
- Age
- Disability
- Religious or Belief Communities
- Carers

Alongside this, data is also collected and monitored in relation to sessions targeted at

- People living with mental health problems
- Pupils in schools
- People in schools (teachers, governors, support staff etc)
- People with challenging lives

These categories will be reviewed with the sector and council colleagues to ensure they are relevant and appropriate. They will also be cross referenced to Office for National Statistics (ONS) and Social Progress Index (SPI) data categories and also to those commonly used by Arts Council England. Data categories are not consistent across all current grants programmes but will be made so as part of a refreshed, overarching Cultural Investment Programme.

The current investment programmes do not currently track the diversity of workforce and leadership in the sector and we will seek to make this a feature of the refreshed programmes to show the growing diversity in the sector and also to monitor that applications are being received from a diverse cross section of the city. This data, including tracking of unsuccessful grant applicants, will also inform future interventions to encourage applications from underrepresented communities, where appropriate.

Overall, it is intended that changes to the grants programmes and criteria, linked to the Best City Ambition, will lead to a more diverse sector and more diverse audiences and participants.

A new research collaboration between the Council's Culture Programmes team, University of Leeds, the national Centre for Cultural Value and enabled by funding from Research England, will assist in the design of new monitoring, evaluation and data capture systems.

- **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)

Findings are largely based on applications made to the Council and currently there is

limited analysis of unsuccessful applications in relation to the diversity characteristics listed above. It is proposed that a holistic approach to tracking is undertaken which considers all applications (successful and unsuccessful).

Improved data monitoring will also inform how we work with partners, e.g. VAL to target advice giving to improve access to communities from which we received few or no applications. Officers will also consider different methods of advice giving and design the application process to help ensure that it is accessible for Leeds' communities.

We will augment improved quantitative data collection with the collection of case studies and use these to both promote the Council's Cultural Investment Programme to Leeds' communities and for internal and external reporting. We will also use both quantitative and qualitative data to contribute to and demonstrate the benefits of Culture in other Council strategy and policy areas e.g. Health and Wellbeing, Inclusive Growth, Intercultural Cities Programme.

Evaluation of the grants programmes' end to end process will be integrated to ensure we are collecting and to enable us to respond to feedback from applicants as part of a commitment to continuous and relevant improvement.

• **Actions**

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

As above, we will seek to promote positive impacts of the refreshed Cultural Investment Programme in a range of ways including:

- More transparent data reporting and holistic data collection – enabling officers to tell the whole story of Leeds' Cultural Investment Programme.
- Continuous learning and improvement – improved data collection and analysis will lead to continuous learning about the impacts of culture and critically inform the gaps in provision. We will seek to address gaps where they exist and where possible.
- Case studies – to tell the stories about the positive impacts of Council funded cultural activities across the city.
- Alignment with key policies under the Best City Ambition will also enable officers to increase reporting on the broad instrumental value of culture.
- Improving access to the Council's cultural grants programmes.

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
Eve Roodhouse	Chief Officer, Culture & Economy	14 March 2023
Date screening completed		14 March 2023

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: 16 March 2023
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent: n/a
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: n/a