

# 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.

<b>Directorate: City Development</b>	<b>Service area: Culture</b>
<b>Lead person: Cluny Macpherson</b>	<b>Contact number: 01133786397</b>

## 1. Title: Statue Review

Is this a:

**Strategy / Policy**

**Service / Function**

**Other**

**If other, please specify**

**Review of public statues in Leeds as part of Black Lives Matter work.**

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

As a response to the issues raised globally by the Black Lives Matter movement the Leader of Council asked Honorary Alderwoman Alison Lowe to lead a review of statues in Leeds. Alderwoman Lowe established a reference group of historians and academics, which was supported by Council officers. The review was informed by a public consultation in the summer.

The purpose of the review of statues in Leeds was to:

- Review how individuals have been celebrated through statues in a diverse, proud modern city such as Leeds.
- Review mechanisms for the interpretation and understanding of the city's statues
- Review all statues and representations of individuals in the public realm in Leeds, including consideration of their siting.
- Consult broadly with a range of individuals and organisation's on the above
- Prepare a report with recommendations for any future actions.

The recommendations of the review are as follows:

- To recognise that the consultation did not highlight a majority desire to remove any of the existing statues in Leeds.
- There was a consensus that the current descriptions of the statues (via public-facing plaques) needed an accessible modern refresh to give fuller historical context to be completed by July 2021. The Reference Group offers the versions it developed for the consultation as useful starting points.
- To address the lack of knowledge of who is already commemorated - and where - across the city by engaging Leeds Beckett students (via their Public History Project module) and the Leeds Civic Trust to map sites and communicate this as part of Leeds tourism strategy and the use of QR codes.
- To honour those whose lives were blighted by slavery and in recognition of Leeds's active role in the anti-slavery movement by commemorating the Abolition of Slavery Act on Yorkshire Day 2021. Part of the reason for celebrating Yorkshire Day on 1<sup>st</sup> August each year is to mark Yorkshire MP William Wilberforce's role in abolition, but we must also consider the opportunity of including African narratives through <https://heritagecornerleeds.wixsite.com/heritage-corner/>
- To liaise with the owners of 18 Park Row to request they consider erecting a plaque on the building outlining the history of the building as a former bank with links to the slave trade and the context of the frieze and its degradation of a black man.
- To consider the opportunities presented by the redevelopment of City Square and in particular the Leeds 2023 Festival's curating of the square for that year to celebrate inclusion and diversity.
- To work with the region's cultural and artistic partners to offer the space for temporary art installations before and after 2023.
- To commission works of art that commemorate the varied contributions of the diverse citizens of Leeds, including (list not exhaustive) the Irish, Jewish, Asian and African/Caribbean communities of the city, LGBT+ communities and women (see also recommendation 9).
- To support the current independent proposals for a sculpture garden for the memory of David Oluwale and Pippa Hale's sculpture commission "Ribbons"

To request a formal response to this review and its recommendations.

### **1. 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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>	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**.
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#### 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)

The review was independent from Leeds City Council and was chaired by Honorary Alderwoman Alison Lowe. A small reference group of people with historical expertise were appointed by the Chair to support the review. The following individuals including from higher education institutions and Leeds Civic Trust were appointed: Dr Simon Morgan (Leeds Beckett University), Dr Emily Zobel Marshall (Leeds Beckett University), Dr Stephen Basdeo (Leeds Beckett University and Richmond University), James Rhodes (Leeds Historian), Martin Hamilton (Leeds Civic Trust), Jane Bhoaroo (Yorkshire Sculpture International).

The reference group reviewed an inventory of Leeds statues prepared by council officers. A broad definition of 'statues' was considered for the inventory including busts, friezes and other representations of individuals.

The review took into account responses from a wide range of interested individuals and organisations in Leeds through an open consultation. The consultation took place between 16<sup>th</sup> July and 31<sup>st</sup> July, subsequently extended to the 10<sup>th</sup> August. 813 responses were received during this time.

The consultation was advertised predominantly online and through Leeds City Council's social media platforms. The review was widely reported by local media including, but not limited to, BBC, BBC Look North, Yorkshire Evening Post and Radio Leeds.

The involvement of a broad range of academics and historians as well as the extensive opportunities for Leeds citizens to contribute their views through the consultation exercise has ensured that recommendations have been able to be developed which reflect the sometimes strongly held and diverse views on an important issue relating to how the city tells its story through public art and culture.

- **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)

- The consultation did not highlight a majority desire to remove any of the existing statues in Leeds.
- There was a consensus that the current descriptions of the statues (via public-facing plaques) needed an accessible modern refresh to give fuller historical context to be completed by July 2021.
- There is a lack of knowledge of who is already commemorated - and where.
- There appeared to be a lack of knowledge as to who had already been commemorated more recently, and through other means, such as Freedom of the City, the Leeds Award or the 'Golden post boxes' celebrating our Olympic stars.

Statues, public art and public design symbolise and contribute to an understanding of the values and history of a place for residents and visitors alike. However these are sometimes in conflict with contemporary values.

Leeds civic statuary is broadly Victorian, and is mostly of white men reflecting the dominant social structures and attitudes of the time they were erected (often by public subscription). Diversity and inclusion is rarely visible. Few large commemorative statues of individuals have been erected in Leeds in the last 100 years - during which time a much broader concept of what constitutes public art has developed.

It was clear that the existing figurative statues therefore disproportionately represent a particular group of individuals from a particular time. Whilst not recommending any of these statues are taken down, the review has identified the opportunity to reinterpret them as our understanding of history develops.

The research and consultation did not identify any individuals who were central to the slave trade - even if many were the beneficiaries of hereditary wealth and colonialism more broadly. This is due at least partly because Leeds is not a sea port and was not reliant on, or benefitted directly from, either sugar or cotton industries (with the notable exception of Harewood House).

The review concluded that none of the statues listed were as closely linked to the slave trade as, for instance, was the statue of Edward Colston in Bristol, and the reference group could see no value in recommending removal of any of the statuary.

The statue review is not the only initiative taking place in response to calls for racial equality. It is taking place in the wider context globally of a range of different responses, most visible perhaps within sport.

Challenges have been raised as to how services, resources, education, employment, health and justice can work collaboratively towards addressing the issues and finding solutions which actively promote anti-racism. Examples of where work is also taking place by the Council and its partners includes:

- Leeds Film and Leeds Young Film Teams
- Leeds Museums and Galleries
- The wider culture sector through "Black Lives Matter in the Arts and Our Communities" involving staff from over 30 major cultural organisations
- Additions to the Leeds curriculum
- Leeds Anchor Network of major employers

Responses to the public consultation were diverse and generally well considered. There were 813 responses in total.

Although small in number, the prevalence of some hate speech in the public consultation was disappointing, but also re-emphasises that racism is not a problem limited to history.

Only c10% of respondents supported removal or whole-scale review of statuary in the city.

Respondents felt some of the existing statue plaques told a wrong or inadequate story.

A broad spread of people/groups to potentially commemorate was suggested.

The work of Alderwoman Lowes review group has enabled contributions from all groups protected by equality law under the Equality Act 2010 as well as its key focus on the issues around race highlighted by the Black Lives Matter Movement and the focus on public statuary. It has also created a space for discussion of some of the community tensions around how to deal with historical issues associated with key public monuments and art and how these are addressed in a contemporary context.

- **Actions**

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

- To address the lack of knowledge of who is already commemorated - and where - across the city by engaging Leeds Beckett students (via their Public History Project)

module) and the Leeds Civic Trust to map sites and communicate this as part of Leeds tourism strategy and the use of QR codes.

- To honour those whose lives were blighted by slavery and in recognition of Leeds’s active role in the anti-slavery movement by commemorating the Abolition of Slavery Act on Yorkshire Day 2021. Part of the reason for celebrating Yorkshire Day on 1<sup>st</sup> August each year is to mark Yorkshire MP William Wilberforce’s role in abolition, but we must also consider the opportunity of including African narratives through <https://heritagecornerleeds.wixsite.com/heritage-corner/>
- To liaise with the owners of 18 Park Row to request they consider erecting a plaque on the building outlining the history of the building as a former bank with links to the slave trade and the context of the frieze and its degradation of a black man.
- To consider the opportunities presented by the redevelopment of City Square and in particular the Leeds 2023 Festival’s curating of the square for that year to celebrate inclusion and diversity.
- To work with the region’s cultural and artistic partners to offer the space for temporary art installations before and after 2023.
- To commission works of art that commemorate the varied contributions of the diverse citizens of Leeds, including (list not exhaustive) the Irish, Jewish, Asian and African/Caribbean communities of the city, LGBT+ communities and women (see also recommendation 9).
- To support the current independent proposals for a sculpture garden for the memory of David Oluwale and Pippa Hale’s sculpture commission “Ribbons”

All of the above recommendations in the report contribute to a balanced approach to the issues raised by the statue review and ensure that the concerns of respondents to the public consultation are taken into account. Opportunities to better reflect the diverse nature of the city through future public art and cultural events sit alongside the retention of all existing statuary with better interpretation and reflection of their place within a historical context.

**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
Cluny Macpherson	Chief Officer Culture and Sport	9 <sup>th</sup> October 2020
<b>Date screening completed 8<sup>th</sup> October 2020</b>		

**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](mailto: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 <b>Governance Services</b>	Date sent: 9 <sup>th</sup> October 2020
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: