

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: Economic Development
Lead person: Phil Cole	Contact number: 0113 378 7872

1. Title: Equality, Diversity, Cohesion and Integration Screening of Leeds Media Centre Project

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

A capital project

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

The proposed project to upgrade, refurbish and reconfigure Leeds Media Centre.

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?		√
Have there been or likely to be any public concerns about the policy or proposal?		√
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?		√
Could the proposal affect our workforce or employment practices?		√
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 	√	

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)

The proposed project aims to provide affordable workspace and business incubation aimed at new/young businesses and aspiring entrepreneurs particularly those in the Creative and Digital sectors. The following is a brief summary of local/national research on business start ups :

Enterprise and Business Ownership amount Equality Groups.

Research would indicate that nationally between 20 % and 33 %ⁱ of businesses are female owned. There is more limited research available for the age profiling and ethnicity of business start-up's and owner. However, research has estimated that 8 % of businessesⁱⁱ in the UK are ethnic minority owned, and that start up activity is clustered in

25-54 age group, with the highest level amongst 25-34 year olds. ⁱⁱⁱ

Particular Challenges facing Entrepreneurs in Equality Groups.

Research^{iv} has highlighted a number of factors that can particularly effect entrepreneurs in equality groups.

Female Entrepreneurs:

- There is some evidence women-led businesses perceive higher financial barriers and are more likely to be “discouraged borrowers “.
- There is evidence that female led businesses on average start with lower levels of overall capitalization, use lower ratios of debt finance, and less likely to use private equity or venture capital. There is little evidence of supply-side discrimination, but evidence instead that demand-side debt aversion is more pronounced among women.
- There is evidence that women-led businesses are on average smaller and more likely to be located within the services sectors.
- Global studies show that on average women perceive themselves to have a lower level of business capacity, and have a greater fear of failure.^v
- Studies demonstrate that, given the same starting resources, business performance by gender does not differ. However, women-owned enterprises on average start with lower levels of resources including access to management training.

Ethnic Minority Entrepreneurs:

- Although experience is divergent there is evidence that access to finance is a barrier for ethnic minority entrepreneurs. This can be linked to standard risk factors and credit history rather than direct discrimination.
- There is evidence of “discouragement “and that demand-side aversion is a factor. Researchers argue that this may be the result of a misperception of discrimination, which could be improved by better information from lenders.
- There is evidence that some ethnic minority business owners are subject to structural disadvantage arising from the market sectors into which they are concentrated. This is a feature that applies to many ethnic minority groups, and is a pattern that is recurring amongst new migrant communities.
- However, ethnic minorities are increasingly well credentialed with a growing presence in sectors such as IT, pharmacy and the media. Nonetheless the mismatch between qualifications and self-employment occupation persists.

Although, there is more limited research available on the experience of entrepreneurs from other equality groups, it is not unreasonable to assume that factors identified above; demand side aversion to lending, perception of lower capability, and access to training

and expertise are also factors for other equality groups.

- **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 proposed project will provide additional business accommodation aimed at new entrepreneurs and young businesses. The project is located in a priority ward and will combined with other interventions facilitated through the Council (such as the Ad:Venture business support programme) aim to engage with entrepreneurs in equality groups. This screening exercise indicates that this project will have a positive effect on equality groups. Below are outlined a number of measures the project will take to promote positive impacts.

- **Actions**

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

The project will;

- Ensure that they use inclusive imagery in promotional, marketing and case studies ensuring it represents the full range of entrepreneurs.
- Ensure delivery partners and sub-contractors have an equal opportunities policy in place to cover project delivery, and employment and recruitment.
- Support and engage with events and networks that are targeted at entrepreneurs in equality groups, particularly if on-going monitoring & consultation show that there are issues of under – representation, or barriers to engagement.
- Ensure that project summative assessment & on-going evaluation fully consider any possible equality impacts.
- Continue to monitor the impact of the project on equality groups.

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
Phil Cole	Head of Funding Programme and Business Support	
Date screening completed		October 2020

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: 9 November
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent:

ⁱ S Carter, M Ram, K Trehan, T Jone, (2013) Page 5, Diversity and SMEs, Enterprise Working Paper No 3;

Natwest (2018) Page 21, Page 26 2017 Global Entrepreneurship Monitor, UK Report; Feb 20th (2019) <https://www.prowess.org.uk/facts>.

ⁱⁱ S Carter, M Ram, K Trehan, T Jone, (2013) Page 4, Enterprise Working Paper No 3.

ⁱⁱⁱ Natwest (2018) Page 26, 2017 Global Entrepreneurship Monitor, UK Report.

^{iv} S Carter, M Ram, K Trehan, T Jone, (2013) Page 5, Diversity and SMEs, Enterprise Working Paper No 3;

^v Feb 20th 2019 <https://www.prowess.org.uk/facts>