

Appendix 3 - 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: Culture Programmes
Lead person: Ann Wishart, Arts Development Manager	Contact number: 0113 378 7193

1. Title: arts@leeds – Year 5 extension

Is this a:

Strategy / Policy

 Service / Function

 Other

If other, please specify

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

The arts@leeds programme currently supports 44 Leeds based cultural, voluntary and community organisations to deliver a range of creative and cultural opportunities for residents across the city to engage in cultural activity as a participant, an attendee or a creator. Through the pandemic, the arts@leeds programme played a crucial role enabling organisations to continue to reach and connect with citizens in their homes and local communities, contributing to their wellbeing.

In recognition of the devastating effect Covid and associated restrictions have had on the creative sector, a proposal is being made to extend the current arts@leeds scheme by 1 year (2022/23) to enable arts organisations to continue their recovery journey and

have the ability to forward plan. This will give organisations more time and scope to establish stability and reignite audience and participant's confidence to re-engage with programmes in public spaces.

This Equality, Diversity, Cohesion and Integration (EDCI) screening formed a key part of the process for assessing the implications of extending the arts@leeds funding programme for a fifth year. This primarily focused on considering the potential impacts on organisations currently in the scheme as well as those wanting to apply to the scheme in the next round. Impact on Leeds residents was also considered.

Note: This EDCI is attached as Appendix 3 to the main report seeking approval to extend the current round of the arts@leeds scheme by one year.

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)

The proposal to extend the arts@leeds programme by 1 year supports the culture sector at a critical point in their recovery from pandemic enforced closures. arts@leeds creates a bedrock of creative activity and employment, including for freelance artists and creatives, and will enable organisations to renew public confidence to engage in cultural and creative activities, in most instances beyond the confines of their own homes.

The 44 funded organisations represent, as far as is possible, the city's diverse demographics. . The organisations included in the scheme represent a range of artforms, areas of the city, age groups and diverse communities lowering the impact on a specific group or organisation. Of these, 40 funded organisations/events are SMEs including organisations classed as community and/or voluntary organisations

The full portfolio of organisations is attached as an appendix to the main report – Appendix 1.

The options considered for the arts@leeds programme in 2022/23 were:

- To launch a new 3-4 year programme, as planned, commencing 2022/23 – It was considered that, due to the impacts of Covid and associated restrictions, the majority of organisations in the current funded portfolio would lack the capacity to submit an application during lockdown and financially restrictive conditions.
- To pause the programme for one year in 2022/23, restarting with a refreshed portfolio in 2023/24 – It was considered that the implications were similar to the option above with the impacts hardest felt in the smaller, community and voluntary organisations
- Extend the current scheme by one year to end March 2022 – this was the preferred option whereby impacts on smaller, community and voluntary organisations could be better managed. However, the implications for organisations wishing to apply to the arts@leeds programmes was also a key consideration. It was determined that Council officers would continue to support and advise the sector, including signposting to alternative sources of funding.
- Finally, the impacts on Leeds residents was also considered. It was determined that extending the current programme for one year would support organisation to continue the extraordinary efforts made during lockdown to continue and extend benefits to Leeds residents – supporting continued engagement with culture and

creativity both where they live and subsequently increasing public confidence to re-engage in public spaces.

As part of the extension proposal, consultation took place with a cross section of funded organisations to ensure a diverse range of voices. Officers specifically targeted organisations based in different parts of the city, organisations working with different target groups and demographics, in distinctive artforms and in receipt of differing levels of financial investment from the arts@leeds programme.

Desk based research involved the Arts Development Manager reviewing other funding bodies approach to supporting the recovering of the sector, including the Arts Council England and looked at their model of activity. The finding was that ACE had confirmed an additional year of investment in their National Portfolio programme, a similar scheme of core funding for arts organisations to the arts@leeds model.

- **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 current grant recipients support a diverse range of activities, organisations and art forms who enable all residents the opportunity to engage with a wide choice of arts and the cultural activity.

The cornerstone of the scheme funds a wide geographical spread; delivers a culturally diverse programme in various art forms and many organisations deliver targeted work, e.g. NEETS, older people, people with challenging lives and ethnically diverse communities.

For the consultation the majority response was yes to the proposal to extend the scheme by one year, however the organisations who said no, specified that they were looking at applying for an increase in funds.

ACE had confirmed an additional year of investment in their National Portfolio programme, a similar scheme of core funding for arts organisations to the arts@leeds model.

In assessing options for 2022/23, pausing the programme for one year was also considered. However, it was determined that this would have greatest impact on smaller, community and voluntary organisations in the scheme. As such, this option is not preferred.

Overall, the decision was made to propose an extension to the programme to minimise negative impacts on organisations and to sustain benefits to wider Leeds communities.

- **Actions**

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

arts@leeds investment is used to support, develop and programme cultural activities in the city for Leeds residents affording the public the opportunity to engage in rich and high quality experiences as creators, participants and audience members. The organisations we fund are firmly embedded within communities, from grass roots activity through to large scale programmes with our major national companies.

We will continue to closely monitor outcomes of the arts@leeds programme, including reporting against defined Equality Impact Priorities.

We will continue to support organisations outside of the scheme through advice, guidance and signposting to other relevant funding opportunities.

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
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Date to complete your impact assessment	N/A
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Lead person for your impact assessment (Include name and job title)	N/A
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6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Pam Johnson	Head of Culture Programmes	07 May 2021
Date screening completed		05 March 2021

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: 27 May 2021
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For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: