

Appendix 2

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: Museums & Galleries
Lead person: David Hopes	Contact number: 0113 3784047

1. Title: Deepening Connections, Widening Impact (2022-27), Leeds Museums & Galleries Strategy

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

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

Deepening Connections, Widening Impact is Leeds Museums & Galleries' new five-year strategy. It describes the service's priorities for the period 2022-27. It is based around six outcomes on sustainability, audience engagement and experience, learning, audience and workforce diversity, collections and heritage asset management, and international working, in line with LCC's Best City Ambition and Arts Council England's outcomes and investment principles.

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 service's strategy aims to impact on equality, diversity, cohesion and integration positively for our workforce, and for our audiences and users.

Outcome 1 on financial and environmental sustainability seeks to make the service more resilient and environmentally responsible. This means being more commercially successful in order to continue to deliver the service for everyone. While our plans to

balance financial sustainability and accessibility of services and opportunities, this might mean that financial barriers might inadvertently be created. We aim to consult with the public on any measures which might affect access, such as recent consultation on the proposal to charge Non Leeds residents to Kirkstall Abbey.

Outcome 2 on creating higher quality audience engagement and experiences, both physically and digitally aims to enhance the visitor welcome and journey for all with particular focus on individuals and groups who have traditionally not felt at home in museums. We will need to be cognisant of barriers to accessing digital technology for excluded groups, and on the need to widen our appeal to non-visitors. Our audience evaluation will be pivoting to include research on non-users as part of this strategy.

Outcome 3 on cultural learning aims to bring about greater equality of opportunity to widen the benefits of cultural learning to Early Years, home educators, FE/HE and adults (including the Leeds Curriculum and MyLearning.org, SEMH (young people with social, emotional and mental health needs), inclusive intergenerational family work (including targeted social care provision); and support young people and adults with special educational needs and disabilities (SEND) to gain employment skills through Careers for All.

Outcome 4 on diversity of audiences and the LMG workforce is intended to positively impact on access to opportunities for those who currently experience multiple barriers to employment and to accessing museums and galleries services. We will strive for our workforce to represent the diversity of our city, and make sure that staff from diverse backgrounds feel valued and heard (promoting integration and cohesion). We will help support and train professionals within LMG and the sector, including for staff wellbeing. LMG is leading an anti-racism working group for LCC Culture which should make a positive difference to the way that cultural services are perceived and to programming priorities.

Outcome 5 is about making our collections and heritage assets better known, better understood, and better cared for. In terms of integration and cohesion a key part of this work will be setting up a community reference panel to make sure our work is relevant and reflects the priorities of all of the communities we serve.

Outcome 6 on having an international reputation and reach, as well as working with partners to make sure that the city's collection is at the heart of its connections with other parts of our country and our world, we will also work more with international communities in Leeds. We already work with people newly settled in Leeds either as migrants or

asylum seekers, and we mean to continue this aspect of our work to bring about greater community cohesion.

- **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)

Outcome 1: this outcome has the capacity to enhance cohesion and integration through better quality, more efficient services but we will need to balance this with maintaining access for all socioeconomic groups.

Outcome 2: continue to liaise with community and user groups on progress made to be more inclusive, especially non-user groups. Access auditing required at sites.

Outcome 3: our schools programme has the ability to bring groups together and while privileging participating schools - particularly those taking part in our membership scheme - we also make resources more widely available for free online MyLearning.org

Outcome 4: progress on increasing diversity across our workforce (through modified recruitment practice, and providing clear progression routes for staff) and among audiences (principally through community-centred programming) will be reported via KPIs.

Outcome 5: we will continue to use an asset based approach to community development, with any developments in how our collections done in partnership with community groups. The community reference panel will help connect collections and programming decision making to the priorities of communities across the city.

Outcome 6: we will strengthen our work with international communities in Leeds and with partners who have an international focus.

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

Our staff, volunteers and communities will deliver the strategy together. The outcomes will ripple through all our planning documents, including our:

- Site development plans
- Team plans
- Audience and engagement plan
- Equality action plan
- Environmental sustainability policy and action plan
- Digital policy and plan

As mentioned above, there will be KPIs for each outcome to allow progress on equality and diversity to be measured and monitored.

Another theme running through the strategy will be reflection on practice through action research. This will allow LMG to understand and amplify the impact of its practice particularly in community engagement and cultural learning.

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:	
Date to complete your impact assessment	
Lead person for your impact assessment (Include name and job title)	

6. Governance, ownership and approval

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

Name	Job title	Date
David Hopes	Head of Service	17/02/2022
Date screening completed		17/02/2022

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: 17/02/2022
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent:
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: