

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: Communities Housing and Environment	Service area: Safer and Stronger Communities
Lead person: Nadeem Siddique	Contact number: 0113 378 9723

1. Title: Anti Muslim Prejudice		
Is this a:		
<input checked="" type="checkbox"/> Strategy / Policy	<input type="checkbox"/> Service / Function	<input type="checkbox"/> Other
If other, please specify		

2. Please provide a brief description of what you are screening
The adoption of a definition on Anti Muslim Prejudice as set out below: “Anti-Muslim Prejudice is hatred and discrimination against anyone of Islamic faith on grounds of their belief and practice.” This could manifest in: 1. Inciting or carrying out acts of racism, hatred and violence against people, and those perceived to be, of the Islamic faith (Muslims). 2. Direct or indirect acts of discrimination and exclusion including policy and practice within organisations, which deny Muslims legitimate, fair and equal access to opportunities, facilities and services because of their faith, beliefs and practice.

3. Denying people of the Islamic faith the opportunity to practise their faith values, free of harassment, fear of violence against them or fear of incurring discrimination and hatred against them.
4. Actions which perpetuate a climate of mistrust, fear and a sense of marginalisation about or within the Islamic community e.g. remarks by individuals and groups that can be made without fear of being held to account. Also use of print, social or electronic media to align and create fear and division surrounding the Muslim community.”

This definition of anti-Muslim prejudice is **not a legal definition** in its own right but **builds on the current legislation and practice** so that the council, its city partners, and the communities of Leeds can work together with a **common purpose** in tackling hatred and discrimination against people of the Islamic faith.

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)

1 In October 2020, Leeds City Council appointed the Centre for Trust, Peace and Social Relations based at Coventry University, to analyse the findings of an online survey, initiated by Leeds City Council, exploring Anti-Muslim Hatred. The survey was made available to the public from 09/03/2020 and was kept open for two months. The survey **explored public familiarity with anti-Muslim hatred or prejudice, experiences, witnessing and actions taken as a result of these**, in Leeds.

2 **Anti Muslim Hatred can manifest itself in many forms.** The most clear and obvious examples are where verbal or physical assaults are directed towards individuals who appear to be of the Muslim faith. However, preventing such hate filled attacks is just one aspect of tackling Islamophobia. Other forms of Islamophobia, such as ensuring Muslims have access to the same opportunities as people of other faiths or non-faith, are equally as important.

3 There is a growing body of evidence that suggests **work to tackle Anti-Muslim Prejudice is urgently required in Leeds**. This includes:

- Over the two year period 01/01/2020 – 31/12/2021, 312 offences in Leeds were identified as 'Anti-Muslim'. This accounts for 58.8% of all faith hate related incidents over that period.

- ‘Public Order’ was the most common offence type accounting for 53% of all offences, followed by ‘Stalking and Harassment’ accounting for 20% of offences.
 - Most offences were recorded as ‘has victim¹’. Of these, approximately 65% of offence victims were male and 35% were female. Where ethnicity was recorded, approximately 49% identified as ‘Asian-Pakistani’, and 18% identified as ‘Other Asian’. Approximately 49% of offence victims were aged between 20 and 39 years, and 30% were aged between 40 and 59 years.
 - Approximately 60% of offences were recorded as ‘has suspect’. Of these, approximately 65% of offence suspects were male and 35% were female. Where ethnicity was recorded, approximately 75% of offence suspects identified as ‘White-British’. Approximately 40% of offence suspects were aged between 20 and 39 years, and 35% were aged between 40 and 59 years.
 - A number of far-right demonstrations and protests by groups such as EDL, Yorkshire Patriots, Patriotic Alternative, and Britain First.
 - Intelligence on far-right groups operating in Leeds, either online or offline.
 - Targeting of hotels being used to accommodate Afghan refugees by far-right activists.
 - Stickers and posters by far-right groups.
 - An increasing number of far-right referrals to the Channel programme.
 - Consultation with young people by Leeds Muslim Youth Forum that identified a range of action points for consideration that would tackle Anti-Muslim Prejudice.
- 4 As part of the survey, respondents were asked to select any words that they would like to see included in a local definition of anti-Muslim hatred. A range of options were provided, and the **survey assisted us in identifying the preferred terminology for a local definition.**
- 5 This showed some agreement, but also an **important malalignment with the APPG definition**, who defined Islamophobia as, *“rooted in racism and is a type of racism that targets expressions of Muslimness or perceived Muslimness.”*
- 6 In the process of our consideration, a number of different definitions going back over three decades have been researched and officers have more recently tested the Bradford local definition of Islamophobia with the BAME Staff Network as well as strategic partners, such as health and police, who have **all stated their preference for a local definition of that nature rather than the APPG definition or an international definition.**
- 7 The survey in Leeds found that many respondents also favoured the inclusion of the word ‘prejudice’. The report also suggests that we **reframe our**

work by using the terminology ‘Anti Muslim Prejudice’ rather than Islamophobia as the latter translates into a fear of Islam whereas we are, in the main, seeing discrimination against individuals due to them possessing the perceived characteristics of a Muslim.

8 This work links closely to our engagement with all religion or belief communities through our Religion or Belief Hub (part of the councils Equality Assembly), the councils commitments under the Faith Covenant, our work delivering the councils Hate Crime Strategy and supports previous work to adopt the International Holocaust Remembrance Alliance definition on Anti-Semitism.

9 An Anti Muslim Prejudice Working Group as a sub group of the councils Hate Crime Operational Group has been involved in supporting the ambition to deliver a definition as well as adopt the wider recommendations from the Coventry report.

- **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 Coventry survey was successful in attracting almost 3,000 responses² during a period when society was facing and responding to the Covid-19 pandemic. The analysis provides **evidence of a pervasive, damaging and multi-layered social problem** which is likely hampering the opportunities, participation and wellbeing of a great number of citizens in Leeds, **negatively impacting social relations** in the city. The headline findings from this survey are:

- three-quarters of Muslims in Leeds are very concerned about anti-Muslim hatred, rising to nearly 90% being either very or moderately concerned.
- three-quarters of Muslim respondents have experienced or witnessed anti-Muslim hatred; and
- more than 1 in 3 Muslim respondents are frequently the victim of anti-Muslim hatred in Leeds.
- Despite the high prevalence, 67% of Muslims did not report incidents of anti-Muslim hatred to a relevant authority.
- Nearly half of Muslim respondents believe that Muslims are not treated as equal citizens
- Respondents were clear that anti-Muslim hatred is present throughout many facets of life in Leeds (and beyond).
- Anti-Muslim hatred appears to be manifested in experiences of public and community services such as schools, NHS, housing, income support services, sporting activities and community events.
- Leeds City Council which has a dual role in this context: first as a central and accountable body in the governance of diversity issues in Leeds and second as an employer and a democratic organisation in the city.

² 2,129 fully completed responses and 650 partially completed responses were received
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- 39% of non-Muslim respondents connected to the Council were not confident in explaining anti-Muslim hatred.
- 31% of non-Muslim respondents connected to the Council were less than moderately concerned about anti-Muslim hatred compared with the three-quarters of Muslim respondents related to the council that were very concerned.
- half of the Muslim respondents with an @leeds.gov.uk email address had seen or experienced anti-Muslim hatred specifically in “employment practices” or in “management practices at work”.

The work on the definition supports our overall approach to be the Best City as well as contributing to our overall approach to equality, diversity and inclusion as well as our ongoing approach to community cohesion.

• **Actions**

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

The adoption of the definition compliments previous work on Anti Semitism and will also support ongoing work to combat all forms of religious discrimination via the work of the Hate Crime Strategic Board, Operational Group and Religion or Belief Hub as well as the working group established to support the Faith Covenant.

The wider recommendations of the Coventry report are being turned into an action plan. Progress against this will be reported to the councils Hate Crime Strategic Board following advice and challenge from the councils Hate Crime Operational Group, Anti Muslim Prejudice Working Group and a new community reference approach being developed presently.

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
Nadeem Siddique	Head of Service –	31 st Sept 2022

	Community Relations and Cohesion	
Date screening completed		31 st Sept 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: 31 st Sept 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: