

Appendix 3

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: City Centre Management |
| Lead person: Laura McNulty | Contact number: 0113 378 6065 |

1. Title: Leeds City Council vote in the Leeds Business Improvement District 2025-2030 ballot

Is this a:

Strategy / Policy

Service / Function

Other

If other, please specify

Recommendation for Leeds City Council to vote 'Yes' in the Leeds Business Improvement ballot taking place in Autumn 2024. A successful vote for LeedsBID aligns with our ambitions for Leeds city centre outlined in the Inclusive Growth Strategy and will enable LeedsBID to generate circa £18.75 million over the next 5 years to be invested in activities and projects across the city centre, as detailed in LeedsBID's business plan 2025-2030.

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

A recommendation for Leeds City Council to vote 'Yes' in the LeedsBID ballot taking place in October and November 2024. A yes vote would see LeedsBID operate in an

extended geographic area across the city centre for the period 1st April 2025 to 31st March 2030.

LeedsBID's business plan outlines their priorities for the coming term 2025-2030 based on the results of consultation with existing levy payers. These include having a welcoming city which is clean safe and friendly and the continuation of delivery of inspirational events and animations that drive footfall and put Leeds firmly on the map. The plan also makes reference to the importance of working together with its levy payers on new initiatives which will set Leeds apart and bring businesses together.

There are three key themes that will drive the activities and projects that LeedsBID will deliver in its next term. These are: Welcoming, Inspirational, and Ambitious.

An engagement session took place in July 2024 between senior Council officers and LeedsBID where the council raised a number of strategic priorities that it would like to see addressed in the business plan. LeedsBID's business plan proposals generally align with the priorities raised by the council. It reflects the principles of our Inclusive Growth Strategy and recognises culture as an important component of its planned activities, hence the recommendation for a vote in favour of LeedsBID for the term 2025-2030.

In the event of a successful ballot Leeds City Council will be required to pay a levy on 12 premises within the BID boundary area. BID regulations require that the Local Authority is the mandatory body to administer collection of the levy via the Business Rates system. If the BID ballot receives a 'yes' vote and is successful there is the need for the council to charge a fee for the administration of the BID levy, as we have done in previous terms. This fee offsets partially offsets the council's levy charge.

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)

A Business Improvement District (BID) involves a ballot of businesses in a specific area to raise funds to support projects of their own choosing as detailed in an agreed Business Plan. The proposer, LeedsBID, have opted to exempt all businesses with premises who have a rateable value of less than £60,000. This ensures that there are no costs levied on smaller businesses who are more likely to be independent in nature, These businesses will still enjoy the wider benefits of any potential investment if the ballot is successful.

LeedsBID undertook consultation with existing levy payers to gauge views and set priorities for the coming 5 years term, basing their proposed themes of work upon the results and outlining these, along with a financial projection, in their business plan 2025-2030. The consultation was undertaken independently of LeedsBID and received a statistically robust response.

LeedsBID provides additionality and does replicate or replace council services, but works collaboratively with the council to support the needs and requirements of levy payers. If the BID ballot is unsuccessful LeedsBID will cease to exist, and the added value provided by the BID will be lost. The impact of this will be felt by businesses across the city centre and the council is likely to see increased demand for the kind of services and activities that LeedsBID currently provide. Whereas a positive result in Autumns ballot will see circa £18.75m investment into the city centre over the next 5 years.

- **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)

Business Improvement Districts are democratically voted for, business organisations. The voters are the businesses paying business rates in the defined area. There are no equality based impact on individuals as the proposal goes to a direct ballot/vote by businesses within the BID area. The council has a vote as a levy payer within the BID area.

- **Actions**

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

BID proposals ensure that the private sector works closely and collectively in partnership with the City Council in the development of a BID. As an organisation with properties within the BID area the Council has the right to vote, and a voice in determining LeedsBID's priorities.

The Deputy Leader of Council and Executive Member for Economy, Transport and Sustainable Development sits on LeedsBID Board ensuring that their activities take place in line with the priorities set out in the Business Plan.

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 |
|---------------------------------|---------------------------|--------------------------------|
| Angela Barnicle | Director City Development | 6 th September 2024 |
| Date screening completed | | |

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: 6 th September 2024 |
| For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate | Date sent: |
| All other decisions – sent to equalityteam@leeds.gov.uk | Date sent: |