

# 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.

<b>Directorate: Communities and Environment</b>	<b>Service area: Communities Team</b>
<b>Lead person: Geoff Turnbull</b>	<b>Contact number: 0113 3789044</b>

## 1. Title: International Holocaust Remembrance Alliance Definition Adoption

Is this a:

- Strategy / Policy**
                 
  **Service / Function**
                 
  **Other**

**If other, please specify**

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

**The Council is adopting the International Holocaust Remembrance Alliance Definition on antisemitism:**

**“Antisemitism is a certain perception of Jews, which may be expressed as hatred toward Jews. Rhetorical and physical manifestations of antisemitism are directed toward Jewish or non-Jewish individuals and/or their property, toward Jewish community institutions and religious facilities.”**

To guide IHRA in its work, the following examples have been developed to serve as illustrations:

Manifestations might include the targeting of the state of Israel, conceived as a Jewish collectivity. However, criticism of Israel similar to that leveled against any other country cannot be regarded as antisemitic. Antisemitism frequently charges

Jews with conspiring to harm humanity, and it is often used to blame Jews for “why things go wrong.” It is expressed in speech, writing, visual forms and action, and employs sinister stereotypes and negative character traits.

Contemporary examples of antisemitism in public life, the media, schools, the workplace, and in the religious sphere could, taking into account the overall context, include, but are not limited to:

- Calling for, aiding, or justifying the killing or harming of Jews in the name of a radical ideology or an extremist view of religion.
- Making mendacious, dehumanising, demonising, or stereotypical allegations about Jews as such or the power of Jews as a collective — such as, especially but not exclusively, the myth about a world Jewish conspiracy or of Jews controlling the media, economy, government or other societal institutions.
- Accusing Jews as a people of being responsible for real or imagined wrongdoing committed by a single Jewish person or group, or even for acts committed by non-Jews.
- Denying the fact, scope, mechanisms (e.g. gas chambers) or intentionality of the genocide of the Jewish people at the hands of National Socialist Germany and its supporters and accomplices during World War II (the Holocaust).
- Accusing the Jews as a people, or Israel as a state, of inventing or exaggerating the Holocaust.
- Accusing Jewish citizens of being more loyal to Israel, or to the alleged priorities of Jews worldwide, than to the interests of their own nations.
- Denying the Jewish people their right to self-determination, e.g., by claiming that the existence of a State of Israel is a racist endeavor.
- Applying double standards by requiring of it a behavior not expected or demanded of any other democratic nation.
- Using the symbols and images associated with classic antisemitism (e.g., claims of Jews killing Jesus or blood libel) to characterise Israel or Israelis.
- Drawing comparisons of contemporary Israeli policy to that of the Nazis.
- Holding Jews collectively responsible for actions of the state of Israel.

In addition the IHRA states:

**Antisemitic acts are criminal** when they are so defined by law (for example, denial of the Holocaust or distribution of anti-Semitic materials in some countries).

**Criminal acts are antisemitic** when the targets of attacks, whether they are people or property – such as buildings, schools, places of worship and cemeteries – are selected because they are, or are perceived to be, Jewish or linked to Jews.

**Antisemitic discrimination** is the denial to Jews of opportunities or services available to others and is illegal in many countries.

### 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"> <li>• Eliminating unlawful discrimination, victimisation and harassment</li> <li>• Advancing equality of opportunity</li> <li>• Fostering good relations</li> </ul>	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)

Leeds is a growing and richly diverse city, with people of different ages and from many different backgrounds, cultures and beliefs living and working alongside each other.

The council is committed to responding to the challenges of tackling inequality in Leeds.

The council produces and publishes Equality Improvement Priorities and annual updates to ensure compliance with the Equality Act 2010 Duty. These are developed to compliment the Best Council Plan priorities and help to underpin the ambition to be the best city in the UK: one that is compassionate with a strong economy, which tackles poverty and reduces the inequalities that still exist.

The council's equality improvement priorities have taken into account the protected characteristics as required under the Equality Act 2010. Some examples of the work being undertaken through our Equality Improvement Priorities includes:

- Improving housing options for young people and disabled people
- Improving the health of the most vulnerable in Leeds specifically supporting

migrant communities to be healthy and have strong social connections

- Improving access to cultural opportunities and sport
- Improved access to transport and quality of service for all to enable people to use public transport
- Reduce the gaps in learning outcomes for vulnerable learners
- Support people out of financial hardship
- Develop a skilled and diverse council workforce

It's not just about meeting our legal duties, it's also about improving outcomes for the citizens of Leeds. Included in this wider work are actions to remove and reduce barriers that may prevent some people from fully participating in the social, cultural, political and economic life of the City.

We know that some of our communities have poorer outcomes than others and this affects them individually as well as the city as a whole. We are committed to making equality a reality for all the citizens of Leeds. It is important for everyone to benefit from being part of a strong economy and our focus on a compassionate city approach will help us do this. We will support people from different backgrounds and ages to feel comfortable living together.

We work with organisations across Leeds to promote a clear and consistent message that prejudicial views or behaviour that could result in hate incidents or crimes are not tolerated or condoned. We work with communities to ensure people are treated with dignity and respect and the causes of unfairness are understood and addressed.

We welcome all communities in Leeds and value the contributions that our citizens make to our city. Specific work taking place includes:-

- Work on the Stronger Communities Breakthrough Project which aims to:-
  - Keep people safe from harm and protecting the most vulnerable
  - Helping people out of financial hardship
  - Tackling crime and anti-social behaviour
  - Being responsive to local needs, building thriving resilient communities
  - Promoting community respect and resilience
- Work with Faith Communities includes the Council's Religion or Belief Hub whose mission statement is considering 'faith, religion or belief in the planning of Council and partner services'.
- Delivering on our LGBT+ Inclusive City approach agreed by Executive Board in June 2018.
- Working with the councils Access and Usability Group to ensure access needs are taken into account when delivering infrastructure projects.
- Work is taking place to increase awareness and understanding of hate crime and reduce the occurrence and impact of hate crime. Tackling hate crime is

important for the city, not just because of the devastating consequences it can have for victims and their families, but also because it can divide communities. This has become increasingly evident as well publicised increases in hate crime reporting has gone hand in hand in recent years with national and international events. A 'Responding to Hate' Strategy launch in October 2016 and the annual Hate Crime week will be held in October this year.

- Faith communities also came together in July 2018 led by West Yorkshire Police. The purpose of the event was for Faith communities to be more aware and vigilant of hate crime.
- A further example of work being undertaken is our support for the annual Holocaust Memorial Commemoration Event. The council have a long standing relationship with the Holocaust Memorial Day Trust, work to their guidance and are already using the International Holocaust Remembrance Alliance (IHRA) definition of antisemitism in this area.

- **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)

Over 30 countries internationally including the UK Government have adopted the IHRA definition on antisemitism and Lord Bourne, Minister for Faith, wrote to local authorities in 2017 suggesting they adopt the definition in their work. In addition the definition has been adopted by the devolved administrations in Scotland and Wales, by the Police, Crown Prosecution Service and Judiciary and by over 130 local councils in the UK.

The council consults with communities, including faith communities through a variety of mechanisms including its Equality Assembly and Equality Hubs. The IHRA definitions adoption has been suggested by central government who have already adopted it alongside many other public bodies in the UK. Adoption of the definition has been strongly urged by national Jewish communal organisations.

Failure to adopt the IHRA definition would have a significant impact on our reputation and relationship with communities In Leeds and in particular the Jewish community. There is a clear steer from central government for the council to adopt the definition in it work.

The IHRA definition has had significant public and media attention over the last twelve months. There has been considerable debate and discussion over the definition and its attached examples, in particular in regards to the right to free speech and ongoing debate and discussion over the Israel/Palestine conflict and whether the definition or its examples may restrict legitimate views being expressed in this area. Some communities may therefore be concerned re the adoption of the definition.

It is the view of the UK government and other public bodies that have adopted the definition and its examples that this does not restrict debate about the situation in Israel/Palestine or the holding of views supportive of either side in the conflict. The IHRA definitions adoption by Leeds City Council is related to challenging antisemitism in the city across all the work that the council undertakes.

- **Actions**

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

Once adopted the definition will be in use across all the areas of the Councils work and services will consider its implementation where relevant to the work that they deliver.

To assist with this implementation work a full EIA will be completed to accompany it.

Further work will be undertaken with communities where required to understand the adoption of the definition.

**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:	November 2018
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Date to complete your impact assessment	November 2018
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Lead person for your impact assessment (Include name and job title)	Geoff Turnbull
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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
James Rogers	Director of Communities and Environments	14 <sup>th</sup> September 2018

<b>Date screening completed</b> 14 <sup>th</sup> September 2018
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**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](mailto: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 <b>Governance Services</b>	Date sent: 20 <sup>th</sup> September 2018
For Delegated Decisions or Significant Operational Decisions – sent to appropriate <b>Directorate</b>	Date sent:
All other decisions – sent to <a href="mailto:equalityteam@leeds.gov.uk">equalityteam@leeds.gov.uk</a>	Date sent: