

Equality, Diversity, Cohesion and Integration Impact Assessment



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. In all appropriate instances we will need to carry out an equality, diversity, cohesion and integration impact assessment.

This form:

- can be used to prompt discussion when carrying out your impact assessment
- should be completed either during the assessment process or following completion of the assessment
- should include a brief explanation where a section is not applicable

| | |
|---|-------------------------------------|
| Directorate: Corporate and Central | Service area: Equality Team |
| Lead person: Tajinder Virdee | Contact number: 0113 2474180 |
| Date of the equality, diversity, cohesion and integration impact assessment: 10th December 2010 | |

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| 1. Title: Reduction of Black History Month Small Grants provided by Leeds City Council to £1000 |
| Is this a: |
| <input type="checkbox"/> Strategy <input type="checkbox"/> Policy <input type="checkbox"/> Service <input checked="" type="checkbox"/> Function <input type="checkbox"/> Other |
| Is this: |
| <input type="checkbox"/> New/ proposed <input checked="" type="checkbox"/> Already exists and is being reviewed <input type="checkbox"/> Is changing |
| (Please tick one of the above) |

2. Members of the assessment team:

| Name | Organisation | Role on assessment team e.g. service user, manager of service, specialist |
|-----------------|--------------------------------|--|
| Tajinder Virdee | LCC Equality Team | Equality Adviser |
| David Gold | LCC Equality Team | Equality Adviser |
| Mags McLeary | LCC Arts and Regeneration Team | Service Lead |
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| 3. Summary of strategy, policy, service or function that was assessed: |
| <p>Black History Month is an established international initiative and is held every October in the UK. Black History Month raises awareness of African and Caribbean history and cultural heritage; celebrating positive contributions to the political, economic and cultural life of Britain.</p> <p>Since 1998 Leeds City Council has run a Black History Month Small Grants Scheme to help community groups in Leeds contribute to the annual national Black History Month celebrations which take place in October each year.</p> |

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| 4. Scope of the equality, diversity, cohesion and integration impact assessment (complete - 4a. if you are assessing a strategy, policy or plan and 4b. if you are assessing a service, function or event) |
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| | |
|--|--------------------------|
| 4a. Strategy, policy or plan (please tick the appropriate box below) | |
| The vision and themes, objectives or outcomes | <input type="checkbox"/> |
| The vision and themes, objectives or outcomes and the supporting guidance | <input type="checkbox"/> |
| A specific section within the strategy, policy or plan | <input type="checkbox"/> |
| Please provide detail: | |

| | |
|--|-------------------------------------|
| 4b. Service, function, event please tick the appropriate box below | |
| The whole service (including service provision and employment) | <input checked="" type="checkbox"/> |
| A specific part of the service (including service provision or employment or a specific section of the service) | <input type="checkbox"/> |
| Procuring of a service (by contract or grant) (please see equality assurance in procurement) | <input type="checkbox"/> |
| Please provide detail: | |

The reduction of the grant available for Black History Month from Leeds City Councils Equality Team from £4000 to £1000. The impact assessment explores a number of options that may help mitigate any of the negative impacts identified.

5. Fact finding – what do we already know

Make a note here of all information you will be using to carry out this assessment. This could include: previous consultation, involvement, research, results from perception surveys, equality monitoring and customer/ staff feedback.

(priority should be given to equality, diversity, cohesion and integration related information)

Black History Month is an established international initiative and is held every October in the UK. BHM raises awareness of African and Caribbean history and cultural heritage; celebrating positive contributions to the political, economic and cultural life of Britain.

Since 1998 Leeds City Council has run a Black History Month Small Grants Scheme to help community groups in Leeds contribute to the annual national Black History Month celebrations which take place in October each year.

The criteria for eligibility for the grant is - Any community, voluntary (non-profit making) or public organisation committed to implementing events for Black History Month in Leeds is eligible to apply for a grant. Grants of a maximum of £300 per group can be applied for, with consideration given to an increased amount for joint projects, depending on the scale and type of activity proposed

In Leeds, communities have been encouraged to take part by organising projects or events with the aid of these small grants. However as the total fund was quite small, groups were advised to seek additional funding (or support in kind) elsewhere to meet all of their costs.

The other sources of funding available for communities to apply for to celebrate Black History Month include

- Arts Council – this is specifically for arts and minimum amount applied for is £1000.
- Community Foundation
- Councillors (MICE money)

In the current financial climate and due to the financial position of the council other Leeds City Council Grants are being reduced, therefore consideration has also been given to the future of this grant. A significant reduction will be required to meet the budget challenge and to equalise remaining spending across the various equality areas.

Other equality related events receive grants of up to £1000. These include International Women's Day, International Day of Disabled People, Leeds Pride and LGBT History Month. In 2010 £ 1000 was spent on Leeds Pride and that was to Yorkshire Mesmac for the Sponsorship. For the International Day of Disabled Persons, we spent £950. However these are not administered through a small grants scheme.

Other formats to celebrating Black History Month in Leeds have also been tried. Arts and Regeneration held an event in 2007 called 'Pride and Passion' this was an innovative and creative partnership project which included performances, exhibitions and workshops to

celebrate black heritage and culture in Leeds during 2007. Twelve local community organisations came together to develop Passion and Pride throughout the year in partnership with Leeds City Council's Arts and Regeneration Unit. The partners built on the momentum generated through the international Black History Month (BHM) celebration which has seen a regular programme of African and Caribbean events and activities become established around the world.

The twelve organisations saw an opportunity to develop their own work further and to widen awareness and understanding of their diverse histories, heritage and cultures. The programme complemented the range of BHM grant aided work being undertaken with support from Leeds City Council's Equality team.

Passion and Pride was supported by the Heritage Lottery Fund and Leeds City Council.

Annual reports are produced each year which provide information on the different events that have taken place, which have received funding through the Black History Month Grants scheme.

Project report forms are sent to recipients of the grants which asks for information on the success of the event, how many people took part, whether other funding was received and what could have been improved. However there is limited information on participants. There is currently no way of monitoring what impact events organised with the money received from the small grants scheme has.

Action required:

No further action required

6. Wider involvement – have you involved groups of people who are most likely to be affected or interested

Yes

No

Please provide detail: the impact assessment looks at options to mitigate the impact of a decision that has had to be taken as a result of the current financial climate

Action required: Work with organisations who have previously received grants re options for delivering BHM work with reduced funding once funding available for project agreed.

7. Who may be affected by this activity?

please tick all relevant and significant equality characteristics, stakeholders and barriers that apply to your strategy, policy, service or function

Equality characteristics

- | | | |
|---|---|---|
| <input type="checkbox"/> Age | <input type="checkbox"/> Carers | <input type="checkbox"/> Disability |
| <input type="checkbox"/> Gender reassignment | <input checked="" type="checkbox"/> Race | <input type="checkbox"/> Religion or Belief |
| <input type="checkbox"/> Sex (male or female) | <input type="checkbox"/> Sexual orientation | |
| <input type="checkbox"/> Other | | |

(for example – marriage and civil partnership, pregnancy and maternity, social class, income, unemployment, residential location or family background, education or skills level)

Please specify: the grants scheme focuses specifically on celebrating contribution made by the African and Caribbean communities.

Stakeholders

- | | | |
|---|---|---------------------------------------|
| <input type="checkbox"/> Services users | <input type="checkbox"/> Employees | <input type="checkbox"/> Trade Unions |
| <input checked="" type="checkbox"/> Partners | <input checked="" type="checkbox"/> Members | <input type="checkbox"/> Suppliers |
| <input type="checkbox"/> Other please specify | | |

Potential barriers.

- | | |
|---|--|
| <input type="checkbox"/> Built environment | <input type="checkbox"/> Location of premises and services |
| <input checked="" type="checkbox"/> Information and communication | <input type="checkbox"/> Customer care |
| <input checked="" type="checkbox"/> Timing | <input type="checkbox"/> Stereotypes and assumptions |
| <input checked="" type="checkbox"/> Cost | <input type="checkbox"/> Consultation and involvement |

specific barriers to the strategy, policy, services or function

Please specify – some events would perhaps not take place, particularly those organised by small community groups.

8. Positive and negative impact

Think about what you are assessing (scope), the fact finding information, the potential positive and negative impact on equality characteristics, stakeholders and the effect of the barriers

8a. Positive impact:

- By reducing the grant money may be diverted to support other international days relating to other equality characteristics that are not currently supported for example Carers Week, International day against Homophobia and Transphobia, Inter faith week.
- One option to explore in order to mitigate negative impact would be for organisations to pool resources and host a single event in the city to celebrate Black History Month. This would ensure greater clarity of focus, the reach to a wider audience and therefore make it more inclusive. There could be a more joined up approach to Black History Month across the city. Museums and Galleries Service could take a lead on co-ordinating and delivering a different more cost effective celebration in the future.
- Another option to explore is to bring together different sources of funding that may be available for Black History Month that could be pooled, for example, funding from Arts Council, Community Foundation, MICE money and the Equality Team. This could provide enough money to maintain a grants scheme of similar value to previous years to hold a focused community event(s) to celebrate Black History Month
- The reduction in the grant provided by the Equality Team provides an opportunity for a greater focus on the aim associated with Black History Month. It could be an opportunity to help focus on the aims of raising awareness of African and Caribbean history and cultural heritage; celebrating positive contributions to the political, economic and cultural life in Britain.

Action required:

Ensure that all options to mitigate the negative impact need to be explored as part of the proposal to establish a new approach to supporting international days or initiatives.

8b. Negative impact:

Information and communication

- If people are not aware that there is a change to the Black History Month grants scheme they may start to plan for events and will be wanting to apply for grants in May – as this is when the application process starts each year.
- Perception from community that particular groups are being targeted by the council
- Could affect particular groups/ organisations that apply for money from LCC

Timing

- If people do not receive information in good time they will be unaware of any changes in time. This will impact on people who may need to apply for funding from other sources.

Cost

- Additional money may need to be found by groups/individuals who may be wanting to arrange events for Black History Month
- Less money for marketing of events, as traditionally a leaflet is produced by LCC who provides information on events taking place across Leeds.
- Some groups/organisations that apply for money from LCC may not be able to hold events in the same way as previous years.

Action required:

Ensure adequate communication – acknowledge value of Black History Month and that it needs to continue – but perhaps in a different way.

Communication needs to be on time as the application process for black history month grants starts in May of each year.

Ensure information about other potential sources of funding is up to date, adequate and relevant. Also ensure that the other potential sources of information are aware their details are being passed so they are able to deal with any queries.

Information needs to be sent to:

- relevant councillors – (Chapel Allerton)
- Community - those who have previously applied (successful and unsuccessful), community mailing list to which Black History Month information is always sent.
- Organisations have events for Black History Month – i.e. West Yorkshire Playhouse, Leeds University

If a single event is held to celebrate Black History Month then marketing of this event needs to be done through a partnership approach to ensure there is wider participation and also city wide participation.

9. Will this activity promote strong and positive relationships between the groups/communities identified?

Yes

No

Please provide detail: it could promote more positive relationships if money that was previously being used for Black History Month is distributed across other equality areas.

If the Black History Month event is more inclusive and more co-ordinated it will reach a wider, diverse and larger audience. This could then enhance relationships between the wider audiences.

If options identified in the impact assessment to help mitigate negative impact are explored there is a potential to promote strong and positive relationships between different groups and communities.

Action required:

10. Does this activity bring groups/communities into increased contact with each other (e.g. in schools, neighbourhood, workplace)?

Yes

No

Please provide detail: if there is a greater focus of achieving the aims of Black History Month, which are raising awareness of African and Caribbean history and cultural heritage; celebrating positive contributions to the political, economic and cultural life of Britain, then there is a potential that groups/communities will come into increased contact with each other.

Action required:

11. Could this activity be perceived as benefiting one group at the expense of another?

Yes

No

Please provide detail: if Leeds City Council do not communicate adequately about the reason for the reduction of money available, where the money will be distributed and how Black History Month will be celebrated, there may be a negative impact.

This activity could also raise awareness of money spent by Leeds City Council on Black History Month, which previously may have not been known in some communities.

Action required:

Adequate, clear and timely communications.

Raise awareness if money is used for other events to support equality characteristics and the outcomes of these events.

12. Equality, diversity, cohesion and integration action plan

(insert all your actions from your assessment here, set timescales, measures and identify a lead person for each action)

| Action | Timescale | Measure | Lead person |
|--|------------------|----------------|--------------------|
| Ensure that all options to mitigate the negative impact need to be explored as part of the proposal to establish a new approach to supporting international days or initiatives. | | | |
| Consider when to involve communities in discussing some of the options of celebrating Black History Month that are explored in the impact assessment. | | | |
| Ensure adequate and timely communication – acknowledge value of Black History Month and that it needs to continue – but perhaps in a different way. | | | |
| Ensure information about other potential sources of funding is up to date, adequate and relevant. Also ensure that the other potential sources of information are aware their details are being passed so they are able to deal with any queries. | | | |
| Information needs to be sent to: <ul style="list-style-type: none">• Relevant councillors – (Chapel Allerton)• Community - those who have previously applied (successful and unsuccessful), community mailing list to which Black History Month information is always sent. | | | |

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|--|--|--|--|
| <ul style="list-style-type: none"> Organisations who are running events for Black History Month – i.e. West Yorkshire Playhouse, Leeds University | | | |
| <p>If a single event is held to celebrate Black History Month then marketing of this event need to be done through a partnership approach to ensure there is wider participation and also city wide participation.</p> | | | |
| <p>Raise awareness if money is used for other events to support equality characteristics through adequate and timely communications.</p> | | | |

13. Governance, ownership and approval

State here who has approved the actions and outcomes from the equality, diversity, cohesion and integration impact assessment

| Name | Job Title | Date |
|-------------|------------------|--------------------------------|
| Lelir Yeung | Head of Equality | 10 th December 2010 |

14. Monitoring progress for equality, diversity, cohesion and integration actions (please tick)

- As part of Service Planning performance monitoring
- As part of Project monitoring
- Update report will be agreed and provided to the appropriate board
Please specify which board
- Other (please specify)

15. Publishing

| Date sent to Equality Team | Completed by Equality Team |
|----------------------------|----------------------------|
| | January 2011 |