

Equality Impact and Needs Assessment (INA) Form

Name of the policy, function or project: Arts & Heritage service



Service: Health & Leisure Group

Complete this form for any existing/proposed policy/function/project regardless of whether it is aimed at external customers or internal staff. Please also be aware that equality policy applies to staffing/human resources issues as much as to external service delivery issues. Please note that existing policies/functions will be assessed as per an agreed annual programme.

Answer every question – even if it is negative.

If you conclude that there is a negative impact you will need to review the policy/function/project to improve the equalities performance and minimise or remove the impact. This should be done using the 'Improvement Actions Planned' table. Where appropriate such actions should be included in your Service Plan for the following year.

If the Corporate Equalities Group (CEG) feels this impact assessment needs further consideration, **you will be asked to review your conclusions.**

As a result of this exercise, you will have checked that your policy/function/project does not have negative/adverse impacts in terms of Gender, Race, Disability, Age, Sexual Orientation, Religion or Belief (equality target groups) or if it does you will have identified relevant actions needed to minimise or remove such impact and their likely resource implications.

This is not simply a paper exercise – it is designed to make sure that your policy/function/project and service (development) is delivered fairly and effectively to all sections of our local community, and our employees!

Please note that the Council is required to publish the results of these assessments, and update; therefore **your completed form may be a public document.**

Once completed, please pass this form, together with documentation describing both the policy/function/project it concerns and any evidence relating to assessed impacts, to Alison Moran, Performance Manager in the first instance. *(If this is a new policy/service/procedure/function/project this form will also need to be attached to your Cabinet or Council report)*

To complete the form using 'check marks' in the boxes, position the cursor over the box you require, left double click, then select 'checked' in the 'check box form field options' box that appears on screen.

a. Preparation

The work on this section should be done in advance and be used as part of your INA. Please attach examples of available evidence, including monitoring information, research and consultation reports.

1a. Do you have relevant data available on the number of people within the scope of your policy/function/project? E.g. whole population of the district/ward or employee data.
In relation to:

- | | Yes | No |
|---|-------------------------------------|-------------------------------------|
| • Women and men | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| • Black and minority ethnic communities | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| • People with disabilities | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| • Age groups | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| • Sexual orientation | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| • Religion or belief | <input checked="" type="checkbox"/> | <input type="checkbox"/> |

1b. Do you have relevant data available on the number of people subject to or impacted by your policy/function/project? E.g. numbers of disabled people using the service.
In relation to:

- | | Yes | No |
|---|-------------------------------------|-------------------------------------|
| • Women and men | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| • Black and minority ethnic communities | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| • People with disabilities | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| • Age groups | <input checked="" type="checkbox"/> | <input type="checkbox"/> |
| • Sexual orientation | <input type="checkbox"/> | <input checked="" type="checkbox"/> |
| • Religion or belief | <input type="checkbox"/> | <input checked="" type="checkbox"/> |

2. If you have answered 'yes' to the above questions your monitoring data should be compared to the current available census data to see whether a proportionate number of people are taking up your service. Please make any comments regarding service take up if relevant:

The key function of the Arts & Heritage service has historically been the delivery of the annual Arts & Heritage Festival. Evaluation data has been used that covers a period of three Arts Festivals (2006 – 2008 inclusive) and a mean average used for the purposes of this assessment. Data from the Census 2001 was used for comparison purposes. This shows that:

- 30% audience members are male compared to 49.7% of the Blaby District population
- 6.5% audience members are aged under 18 years compared to 22.43% of the Blaby District population
- 38% audience members are aged 56 – 70 years compared with 13.70% Blaby District population aged 60 – 74 years (a like-for-like comparison was not available within the data collected)
- 25% of audience members are aged over 70 years compared 6.60% Blaby District population aged over 75 years or 15.13% aged over 65 years
- Ethnicity data has proved difficult to collect as in 2007 & 2008 an average of 41% respondents declined to answer this specific question. In these two years 3% of respondents stated they were of ethnic origin other than white British/Irish compared with a District population of 6%
- 7% of audience members are disabled compared to 14.73% of the Blaby District population with a limiting long-term illness

Overall the Festival fails to attract audiences that are representative of the general population and this is particularly significant in those events organised by our community groups that attract a predominantly 50+ white British/Irish audience. Given that the Arts Festival is the main focus of the arts & heritage service's work it is fair to say that the service in general does not reach users representative of the population and intervention by officers is required to redress this inequity.

If you have answered 'no' please explain reasons for lack of relevant data:

3. Are you aware of any relevant equality or diversity related consultation, research, or good practice guidance in relation to this area? If so then please list and attach here:

Yes

No

b. Your policy, service, function or project

1. What is the main aim or purpose of the policy/function/project?

- a) To coordinate the annual Blaby District Arts Festival which takes place across June each year: there are three key roles
 - Supporting local groups in delivering their events
 - Delivering BDC-led initiatives
 - Promotion and publicity
- b) To support and develop the local arts and heritage infrastructure
- c) To increase opportunity for participation in arts and cultural activity both as audience and artist
- d) To support the delivery of the Council's priorities

2. List the areas of activity of the policy/function/project, e.g. the recruitment strategy might have advertising, interviewing, short listing etc. as activity areas.

- Arts Festival community group events (grant funding, ticket sales, marketing & promotion)
- BDC-led events (selection of participants, access for participants & audiences)
- Local coordination of County-wide projects (selection of participants, access issues)

3. Who are the main intended beneficiaries of the policy/function/project?

Residents/visitors to the District
Community arts groups
Those experiencing mental health difficulties

4. Which people may be affected by the policy/function/project – whole population or particular groups?

Whole population potentially

5. Are you expecting to make any changes during the next year?

- Policy
- Function
- Project
- Procedure

Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

It is proposed that the Arts & Heritage service will be delivered as per the Action Plan at the end of this document. Broadly speaking the changes will comprise:

- a) The Arts Festival becoming a biennial event to allow for reallocation and prioritisation of resources
- b) The development of a sustainable arts, culture and heritage programme that will
 - Help deliver the Council's priorities
 - Target those sections of the population that are not currently engaging in activity (identified in section a of this document)

c. Impact Assessment

1. Complete the following tables for each equality target group, by inserting a check mark or tick in one of the 3 options columns - Positive impact, Negative impact, Neutral.

- ★ Consider the information gathered in Section (a) of this form, compare monitoring information with census data, and considering any other evidence, research or consultations, identify any instances where you believe people in different equality groups could be impacted differentially.
- ★ This is particularly important where you think that the policy/function/project could have a **negative impact** on any of the equality target groups, i.e. it could disadvantage them, but also
- Where you think that the policy/function/project could have a **positive impact** on any of the equality target groups or contribute to promoting equality, equal opportunities or improving relations within equality target groups
- Otherwise, if you think that neither negative nor positive apply, then choose **neutral impact** – likely to apply quite often
- Note that only **one** type of impact can be applicable for any particular equality group category eg male or female.
- **In all cases, please state briefly the reason/rationale for your assessment.**

a) How will the policy/function/project/procedure impact on men and women? e.g. flexible working arrangements might have a positive impact on women with caring responsibilities

Gender	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
Male	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Currently events are not attended by a representative proportion of the male population
Female	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

b) How will the policy/function/project/procedure impact on people from different or minority ethnic communities? This may involve using Council services differently, e.g. will Muslim women use the Council's swimming pool more often if separate sex swimming arrangements are in place?

Ethnicity	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
White	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Mixed (White & Asian)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The current service delivery is not attracting an audience representative of our minority communities
Asian	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The current service delivery is not attracting an audience representative of our minority communities
Black	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The current service delivery is not attracting an audience representative of our minority communities
Other ethnic group	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The current service delivery is not attracting an audience representative of our minority communities

c) How will the policy/function/project/procedure impact on people with disabilities, e.g. if information about Council Tax benefits are not made available in large print or alternative formats, access to such benefits might be denied to people with a visual impairment or learning disability.

Disability/Health	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
Visually impaired	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The current service delivery is not attracting an audience representative of our disabled/health impaired communities
Hearing impairment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The current service delivery is not attracting an audience representative of our disabled/health impaired communities
Physically disabled	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The current service delivery is not attracting an audience representative of our disabled/health impaired communities
Learning difficulty	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The current service delivery is not attracting an audience representative of our disabled/health impaired communities
Mental health problem	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The current service delivery is not attracting an audience representative of our disabled/health impaired communities
Other longstanding health problem which limits day to day activities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The current service delivery is not attracting an audience representative of our disabled/health impaired communities
None	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

d) Does the policy/function/project/procedure impact on people differently based on their age, e.g. a job advertisement that requires at least ten years post qualification experience would clearly prevent people in their twenties from applying

Age Group	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
Children (under 16)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Limited if any community-led activities are targeted at children
(16 to 29)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Limited if any community-led activities are targeted at young people
(30 – 44)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
(45 – 59)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
(26 to 55)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
(60 – 74)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Older (over 75)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

e) Does the policy/function/project/procedure impact on people differently based on their sexual orientation, e.g. if housing policy is only to offer temporary accommodation to couples of different sex a gay or lesbian couple would be unable to be housed

Sexual Orientation	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
Heterosexual	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Gay or Lesbian	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

f) Does the policy/function/project/procedure impact on people differently based on their religion or belief e.g. would a person of the Hindu religion be able to give a binding affirmation if a procedure requires the swearing of an oath on the Bible?

Religion or Belief	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
Christian	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Hindu	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Muslim	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sikh	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Jewish	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
None believer	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

If you conclude that there is a **negative impact** in one or more of the target groups you will need to **amend the policy/function/project and/or take further action, to minimise or remove the impact** This should be done using the 'Improvement Actions Plan' table

overleaf. If you think that other actions could be taken **to increase any positive impacts**, please include these too. Where appropriate, such actions should be included in your current/proposed Service Plan.

Impact & Needs Assessment: Improvement Actions Plan

Please list below any recommendations for action to improve the equalities performance of the policy/function/project that you plan to take as a result of this impact assessment. This could be to change the policy itself or involve other initiatives. Where appropriate, these actions should also be included in your current/proposed Service Plan.

Issue/Link to INA question number	Action Required	Lead Officer	Time-scale	Resource implications	Comments
Section a, q2 and section c (all sub-sections)	Full review of Arts Festival delivery to enable sustainability of service throughout the year and targeting of specific populations	TP/SW	For April 2009	Within existing resources	A report is to be considered by Cabinet Executive of 23 rd February 2009 that proposes the Festival becomes a biennial event thus diverting resources to deliver a sustainable, equitable service throughout the year

Please ensure that the section below is completed and signed by one or both NAMED officers as applicable:

NAME: _____

Signed: _____

(Corporate/Group/Service Manager)

Date: _____

NAME: _____

Signed: _____
(Completing Officer)

Date: _____

Please keep a copy on record to which the public could have full access. Also send or e-mail a copy of this completed form along with documentation describing the policy/function/project it concerns to:

Alison Moran, Performance & Audit Manager