

Arts Council of Wales Equality Impact Screening and Assessment

| | |
|---|---|
| Section / Department: | Planning & Development |
| Person undertaking the Assessment: | Jennifer Stoves |
| Date of Assessment: | 12 Oct 2011 |
| New or Existing strategy, policy, project or decision: | New strategy/plan (draft for consultation) |
| Name of strategy, policy, project or decision: | Arts Council of Wales: Strategic Equality Plan - Draft for consultation |

1. Describe the aims and purpose of the Strategy, Policy, Project or Decision:

The purpose of the plan is to lay out our specific targets, actions and measures to improve equality of access to the arts in Wales. The draft plan has four main aims and 16 equality objectives, which state what we think we need to do to meet those aims. The four main aims are:

1. Advance equality of opportunity between people who share relevant protected characteristics and those who do not share relevant protected characteristics to:
 - a) access the arts as audiences and participants.
 - b) develop their artistic careers
 - c) work for us
 and when we:
 - d) buy goods or services

2. Celebrate the role the arts can play in advancing equality, including fostering good relations between people who share protected characteristics and those who do not. Share information about arts activities and events more widely.
3. Make sure Arts Council of Wales and the organisations it funds understand the Equality Act and reflect this in our work.
4. Improve how we measure whether we are meeting the above objectives and use this information to inform our future work.

2. Who is affected by the policy or who is intended to benefit from the proposed policy and how?

The policy aims to benefit:

The public – by advancing equality of opportunity to access the arts as participants and audiences, both through the work that we deliver directly and that which is delivered by the organisations that we fund. The plan also aims to celebrate the role the arts can play in advancing equality, including fostering good relations between people who share protected characteristics and those who do not.

Artists & arts organisations - by advancing equality of opportunity to access the arts as artists.

Our own organisation – by increasing the diversity of the staff who work for us and through that the service we deliver and by improving how we buy goods and services.

3. How has the policy been, or will be put into practice, and who is or will be responsible for delivering it?

The Plan is currently in a draft form and has been developed with some initial involvement of people from across people across the full range of protected characteristics. We will consult on the draft Plan for a period of 12 weeks between November 2011 and January. Drawing on the views gathered in this period, the final plan will be published by 2nd April 2012. We will continue to involve our Staff, Council and a wide range of people in the delivery of the

Plan from April 2012. Our Council has overall responsibility for delivering the

final plan. The day to day delivery of the Plan's development will be co-ordinated by our Planning and Development Team. Responsibility for the day to day delivery of the final plan may fall on a number of staff, depending on the type of objective and associated action. This will be detailed in an action plan that will be monitored by our Internal Equalities Monitoring Group.

ANY GENERAL COMMENTS RELATING TO EACH OF THE EQUALITY STRANDS BELOW

The Strategic Equality Plan is specifically designed to increase equality. One of the draft objectives is to continue to carry out Equality Impact Assessments on all policy and practice and improve how we do this (including making sure we fully consider all protected characteristics). This EIA does not reference all of the protected characteristics (it excludes gender reassignment, marriage and civil partnership and pregnancy and maternity). However these protected characteristics will be considered during the development of the Plan. Our EIA process will be revised to include all protected characteristics by 31st March 2012.

Another objective of the draft plan is to develop our 'evidence base' by improving both the statistic evidence we collect and the range of people we talk and listen to. This will particularly impact of the Protected Characteristics for which we don't currently hold much evidence. We recognise these gaps in evidence and knowledge and this is one reason why we have involved people from across the range of protected characteristics in the very initially stages of the plan's development, through Cardiff and Vale Coalition of Disabled People. How we continue to involve people throughout the development of the plan and its delivery will be key to both making sure we identify the right objectives and then our ability to monitor whether or not we are achieving them. Because of this, this is highlighted as a specific action at the end of this EIA.

RACE

Could the policy have a differential impact on different Racial Groups?

No, it will not have a negative differential impact on different racial groups but it should have a positive impact.

If YES – give justification and reasons and identify the issues and concerns

N/A

If NO – give clear justification and reason

Both statistical and anecdotal evidence indicates that artists and organisations from Black and Minority Ethnic backgrounds are less likely to access our funding (see p10-11 of our Annual Equality Report 2010-11). People from Black and Minority Ethnic backgrounds are also under-represented amongst our staff (see p 15-16 of our Annual Equality Report). Both these issues are recognised in the draft Strategic Equality Plan and equality objectives are proposed to improve this situation.

Our Arts in Wales Survey 2010 indicates that people from Black and Minority Ethnic Backgrounds are as likely to attend and participate in arts activity as the White population.

DISABILITY

Could the policy have a differential impact on Disabled People?

No, it will not have a negative differential impact on Deaf and Disabled people but it should have a positive impact.

If YES – give justification and reasons and identify the issues and concerns

N/A

If NO – give clear justification and reason

The evidence we have indicates that Deaf and Disabled artists and organisations are less likely to access our funding (see p10-11 of our Annual Equality Report 2010-11). Deaf and Disabled people are also under-represented amongst our staff (see p 15-16 of our Annual Equality Report). Both these issues are recognised in the draft Strategic Equality Plan and equality objectives are proposed to improve this situation.

Our Arts in Wales Survey 2010 indicates that Disabled people are also less likely than non-disabled people to attend and participate in arts activity. Specific action to address this is proposed in the draft Plan.

GENDER

Could the policy have a differential impact on Men or Women?

No

If YES – give justification and reasons and identify the issues and concerns

N/A

If NO – give clear justification and reason

Evidence detailed in our Annual Equality Report 2010-11 suggests that there are not inequalities between men and women in relation to our funding distribution. Our Arts In Wales survey 2010 indicates that there are not inequalities between men and women accessing the arts. In common with other public sector organisations, more of our staff are women (70%) although all of our current Senior Management Team are men. Our recent Equal Pay audit indicated that there were no instances of gender bias but made recommendations to help us make sure this remains the case. These recommendations are reflected in the proposed equality objectives.

SEXUAL ORIENTATION

Could the policy have a differential impact due to Sexual Orientation?

No, there is no evidence that the Plan will have a negative impact due to Sexual Orientation but it will be essential to make sure that it has a positive impact.

If YES – give justification and reasons and identify the issues and concerns

N/A

If NO – give clear justification and reason

We have little evidence in respect of this protected characteristic, although some evidence gathered through external feedback on other EIAs has helped us to make a start on improving this. In particular, this evidence points us towards making sure that the arts we support reflect and include LBG history, heritage and culture in Wales. One of the equality objectives specifically refers to the need to involve LGB organisations in the development of the plan and its delivery.

BELIEF

Could the policy have a differential impact due to belief?

No, there is no evidence that the Plan will have a negative impact due to belief but it will be essential to make sure that it has a positive impact.

If YES – give justification and reasons and identify the issues and concerns

N/A

If NO – give clear justification and reason

We have little evidence in respect of this protected characteristic, although some evidence gathered through external feedback on other EIAs has helped us to make a start on improving this. In particular, this evidence has prompted us to include specific reference to the need for our own staff and staff of our Revenue Funded Organisations to undertake Religious Diversity Training. This, along with a proposed pilot project is included in the objectives of the proposed Plan.

AGE

Could the policy have a differential impact due to Age?

No, it will not have a negative differential impact due to age but it should have a positive impact.

If YES – give justification and reasons and identify the issues and concerns

N/A

If NO – give clear justification and reason

We don't currently collect data relating to grant recipients by age. The Plan objectives include expanding the range of data we collect to include all of the protected characteristics, including age. This will enable us to see more clearly who our funding is reaching and, if necessary, address any inequalities identified. This could have a positive differential impact in terms of age.

We have various initiatives that focus on young people and have recently consulted on our Arts and Young People strategy: Changing Lives:

<http://www.artscouncilofwales.org/search?keywords=changing%20lives>.

We deliver specific projects such as Reach the Heights, a Welsh Government initiative aimed at reducing the number of young people in Wales aged 11 – 19 years who are not in education, employment or training (NEET), or at risk of being so.

We have also published a Child Protection Policy to help ensure that our client/partner organisations commit to good practice which protects children, young people and vulnerable adults from harm:

<http://www.artscouncilofwales.org/about-us/governance/corporate-policies/child-protection>

Our Arts in Wales Survey indicates that older people are one of the groups less likely to access the arts. We have supported the Gwanwyn older people's arts festival for a number of years and support projects that include intergenerational activity. The improved data collection proposed in the draft Plan will enable us to quantify this activity and take action to address inequalities identified. It will also help us to identify good practice examples covering these areas of work.

LANGUAGE

Could the policy have a differential impact as a result of Welsh Language or other language issues?

No

If YES – give justification and reasons and identify the issues and concerns

N/A

If NO – give clear justification and reason

We have adopted the principle that, in the conduct of public business in Wales, we will treat Welsh and English on a basis of equality. Our Welsh Language scheme sets out how the Council will give effect to that principle in the provision of services to the public in Wales. We encourage organisations not covered by the Welsh Language Act to operate within the spirit of the Act. This is done by inviting organisations in their applications to address how they will reflect the bilingual nature of the community in which they operate and the audiences they are targeting. Arts Council of Wales holds formal Annual Review meetings with all major revenue grant recipients and the use of Welsh in their activities is reviewed in these discussions. Arts Council of Wales has established a Welsh Language Monitoring Group comprising Chair and staff representatives from all sections of the organisation's operation and this body is charged with monitoring and reviewing the implementation of the scheme. Our current Welsh Language Scheme can be found on our website:

<http://www.artscouncilofwales.org/about-us/governance/corporate-policies/welsh-language>

The Arts In Wales Survey 2010 indicated that the proportion of Welsh speakers who attend or participate in the arts is slightly higher than those with no Welsh language ability (89% compared to 87%).

46 (47%) of our staff are fluent Welsh Speakers, whilst another 16 are learners.

Summary of Equality Impact Screening and Screening

Equality Impact Screening and Assessment completed by:

Name

Job Title

Jennifer Stoves

Project Officer

Service Area

Date Completed

Planning and Development

13 Oct 2011

Signed

| |
|--|
| |
|--|

Actions / Tasks Identified through the Screening and Assessment

| Issue | Action / Task | Lead Officer | Timescale | Resource Implications | Expected Outcomes |
|---|---|---|--|--|---|
| Our current EIA process does not include all of the protected characteristics included in the Equality Act 2010 (it excludes gender reassignment, marriage and civil partnership and pregnancy and maternity). | Our EIA process will be revised to include all protected characteristics. | Project Officer, Planning and Development | by 31 st March 2012 | None | A revised process that includes all Protected Characteristics will be in place and be communicated to staff and used. |
| The need to make sure we consult widely with people across the range of protected characteristics, including those for which we have little data currently. We need to be particularly careful to make sure we involve them in the development of the Plan. | Make sure our consultation gives opportunities for a wide range of people to get involved with the Plan's development and delivery. | Project Officer, Planning and Development and Communications Team | Between November 2011 and January 2012 | Consultation budget needs to prioritise reaching people who might not usually get involved with our regular consultation processes | The summary of consultation includes input from across the full range of Protected Characteristics. It will be evident that the views of a full range of people have informed the final Plan to be published by 2 nd April 2012. |
| Who will approve / authorise? Council | | | | | |
| How will these be monitored? | | | | | |

Council – details of how this will be done are included in the draft Plan.

How and where will this be published?

Primarily in our Annual Equality Report

Assessment No.

Issue No.

Date

Process Owner

Authorisation