

Equality Impact Assessment Template

Name of policy, strategy, project, programme or scheme:

Inspire Our Strategy for Creativity and the Arts

New or Existing policy, strategy, project, programme or scheme:

New finalised strategy

Section / Department:

Arts/ for the Council as a whole

Person undertaking the Assessment:

David Alston Arts Director

Date of Assessment:

May 2014 -December 2014 finalised January 2015 (further reviewed July 2015)

1. What is the aim of the policy, strategy, project, programme or scheme?

To produce and share the strategy that will explain and guide our vision for the development of the arts from 2014 to 2019/20.

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

The strategy seeks to be all embracing, encompassing the Council's activities and spheres of action, and constituencies both artistic and public involved in its mission to make the arts central to the life of the nation. This is what we say in Inspire:

"...Increasing the reach of the arts is fundamental to addressing inequality. More than this, we want to realise the unique cultural and aesthetic outcomes that diversity and equality bring to the arts. Our vision is of an arts sector in Wales that's naturally inclusive and diverse, and more vibrant, exciting and relevant because of this."

See also our Response to the Consultation on the draft Strategy and our commitment to Equalities and to monitoring and evaluating Inspire in action (p9-10):
<http://www.artscouncilofwales.org.uk/arts-in-wales/inspire/sgwrs-gelfyddol>

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

The policy will be put in to practice through the work of all departments of the Council over the next five years

4. Any general comments relating to each 'protected characteristic' and/or any relevant background information that should be noted in undertaking the assessment?

The draft of the Strategy was worked up through a process of workshops and consultation.

see <http://www.artscouncilofwales.org.uk/arts-in-wales/inspire/sgwrs-gelfyddydol>

There are detailed responses to particular issues raised about the positioning of the Council's approach to Equalities. The Council's responses in the course of finalising the Strategy are available on our website.

The Council's way of determining actions and initiatives and monitoring in matters of Equalities is through its Strategic Equality Plan which is reviewed annually. The plan is posted on our website The current annual plan reflects on our key objective of creating the best environment for the arts and artists to flourish:.

Creating the environment for the arts to flourish.

How this relates to the different Protected Characteristics: This objective relates to all protected characteristics.

"It could be said that it will have a greater impact initially on those protected characteristics that we haven't previously included in the data that we gather. Improved data will enable us to better assess how effective we have been in creating the environment in which artists from across the protected characteristics have been able to take advantage of the opportunities we offer." In Inspire we also say: "We will tackle the barriers to engagement and encourage the widest inclusion for the people of Wales to access the arts. Our Strategic Equality Plan provides the framework that will guide our actions. We will be looking for positive action to foster change here, in ourselves and in those we support and fund."

Our way of monitoring this with clients whom we regularly fund, is through their annual Revenue Funding Agreements, and we recognise that we need to be more exacting of our clients in the life of this strategic plan, in order to foster and track action planning in this area.(See Actions) .

A key new initiative promoting best practice is our Equality Guide

5. Could the policy, strategy, project, programme or scheme have a differential impact on the following groups (please complete for all groups):

Age

Is there a differential impact or the potential for differential impact?

Yes

Please give reasons/justifications

There is a particular emphasis in the strategy admittedly on young people and particularly through the ambitions of the Arts and Education programme. Council has recognised this and has been a prime mover in such initiatives as the Gwanwyn Festival and is partnering with Age Cymru and the Baring Foundation to help ensure developments in access to arts which should have positive benefits for the elderly, particularly those in care environments. We will track our engagement via our funding and strategic work through our Annual Equalities Report

No

Please give reasons/justifications

If adjustments are identified please list in Actions Template

Disability

Is there a differential impact or the potential for differential impact?

Yes

Please give reasons/justifications

The disability arts sector is under-represented in the portfolio of arts organisations currently funded, as are disabled artists in the wider work of the Council. Disabled audiences and participants also face barriers to fully engaging with the arts. However, the consultation responses to Inspire highlighted Council's commitment to initiatives being developed to address this and to mainstreaming of equalities work.
See: <http://www.artscouncilofwales.org.uk/arts-in-wales/inspire/sgwrs-gelfyddydol>

We will track our engagement via our funding and strategic work through our Annual Equalities Report

No

Please give reasons/justifications

If adjustments are identified please list in Actions Template

Gender Reassignment

Is there a differential impact or the potential for differential impact?

Yes

Please give reasons/justifications

Council recognised it needed to develop its work in this area and in order to mitigate any differential impact has entered into a formal agreement with Stonewall Cymru around their champions programme.

No

Please give reasons/justifications

If adjustments are identified please list in Actions Template

Pregnancy and Maternity

Is there a differential impact or the potential for differential impact?

Yes

Please give reasons/justifications

Project work has been specifically supported around arts and pregnancy group work. The Equalities Guide addresses considerations to be borne in mind in new build or adaptation projects

No

Please give reasons/justifications

If adjustments are identified please list in Actions Template

Race or ethnicity (including Gypsies/Travellers)

Is there a differential impact or the potential for differential impact?

Yes

Please give reasons/justifications

Research through a focus group was undertaken in the consultation phase of the Strategy and no formal responses were received from particular representative organisations in this area in the Consultation phase. However our research and statistics show that artists and arts organisations from diverse backgrounds are underrepresented in our portfolio of funded organisations and across the arts sector generally. Audiences and participants from these groups also face barriers to fully engaging with the arts. The strategy therefore pays particular attention to the mainstreaming of the Equalities agenda. In addition, through Creative Steps and other initiatives detailed in our Strategic Equality Plan, specific projects are currently underway to address these barriers.

As with other protected characteristics this will be the subject of monitoring and policy development in the life of the strategy. We will track our engagement via our funding and strategic work through our Annual Equalities Report

No

Please give reasons/justifications

If adjustments are identified please list in Actions Template

Religion or belief

Is there a differential impact or the potential for differential impact?

Yes

Please give reasons/justifications

The same issues apply as have been identified above. Religion and belief is recognised as an underdeveloped area from the point of view of the Council's thinking on Equalities issues.(See Actions)

No

Please give reasons/justifications

If adjustments are identified please list in Actions Template

Sex

Is there a differential impact or the potential for differential impact?

Yes

Please give reasons/justifications

Historic gender balance in the theatre profession remains an issue

No

Please give reasons/justifications

If adjustments are identified please list in Actions Template

Sexual Orientation

Is there a differential impact or the potential for differential impact?

Yes

Please give reasons/justifications

Council recognised it needed to develop its work in this area and in order to mitigate any differential impact has entered into a formal agreement with Stonewall Cymru around their champions programme.

No

Please give reasons/justifications

If adjustments are identified please list in Actions Template

Welsh Language

Is there a differential impact or the potential for differential impact?

Yes

Please give reasons/justifications

The strategy places our activity in a context of Wales as a multilingual culture and a bi-lingual nation. See Inspire where we state:

"...we'll promote vigorously the expectation that people have that they can explore the richness of their own culture, their own creativity through the language of their choice, whether as audience, participant or artist."

and

"...It is significant that vibrant bilingualism is seen with envy in other parts of the world where languages cling on, become learned not lived or slip remorselessly into decline. This attribute will be essential to the vitality and originality of the Arts in Wales."

Significantly however we realise a focal point in relation to this is our monitoring and enforcement of stipulations in our standard conditions of grant. (See Actions)

No

Please give reasons/justifications

If adjustments are identified please list in Actions Template

Marriage and Civil Partnership

Is there a differential impact or the potential for differential impact?

Yes

Please give reasons/justifications

No

Please give reasons/justifications

No areas or approaches in the strategy are seen as inherently prejudicial in impact for this protected characteristic

If adjustments are identified please list in Actions Template

Actions / Tasks Identified through the Screening and Assessment*

Issue	Action / Task	Lead Officer	Timescale	Resource Implications	Comments
Overall delivery of the Inspire strategy will be through the annual Operational Plan and its monitoring.	An overall monitoring of delivery of the strategy to be undertaken by SMT	Arts Director as lead within SMT	Quarterly monitoring and annual review	An allocation of Staff time	
Revenue funded clients and action plans addressing Equalities	We will build clients' Equalities Action Plans or other actions and their monitoring into the Revenue Funding Agreements more effectively	Investment and Funding Services and Lead Officers	Annually	Staff training and time	
Based on data relating to the current reach of the arts, there is a risk that 'Inspire' might not achieve the all embracing, encompassing reach it anticipates, across the protected characteristics	SMT review SEP and Annual Equality Report and use evidence to inform future strategy to ensure increased access to the arts, including through specific equalities projects and other actions detailed in our Strategic Equality Plan, across all the protected characteristics and language considerations. Continue to collect data	Director Engagement and Participation (who signs off the annual Equalities plan which then, via SMT, goes to Council) Research	Quarterly monitoring and annual review	An allocation of Staff Time and strategic/lottery budgets to support specific initiatives An allocation of	

	against all Protected Characteristics as outlined in Strategic Equality Plan and publish in our Annual Equalities Report.			Staff Time	
Developing thinking and understanding of Religion and Belief as a characteristic, and how delivery of the arts needs to address potential inequities in practice, pertaining to this characteristic	Review work to be scoped by officers and incorporated into the Strategic Equalities plan in a future iteration of the plan.	Portfolio Manager (AL)	2016(SEP plan)	Allocation of Staff time.	
Historic Gender imbalance in theatre profession	collate survey research and info on funded projects addressing this issue or countering status quo	Portfolio Manager (ND)	2016 (SEP plan)	Allocation of staff time	

Stipulation and enforcement of Welsh Language obligations with our clients	Review stipulations and sanctions in the context of the 2016 Revenue Funding Agreements and in successive years in the life of Inspire as as strategy	Investment and Funding Services and Lead Officers	From 2016 RFA onwards		
Who will approve / authorise? Arts Director takes lead in SMT for the embedding and implementation of Inspire.					
How will these be monitored? Through reports on and revisions to the Council's Strategic Equalities Plan					
How and where will this be published? Through Annual Reports in the context of Council's overall reporting on the delivery of the Inspire Agenda and in the publication of the Annual Equalities Report.					

*When you create an action you must make sure it can be delivered. You need to discuss the action with the Officer who will lead on its delivery (if it is not you). Make sure you agree the timescale, as well as how it will be resourced, delivered and monitored. This must be done before the EIA and associated strategy, policy, project or procedure is approved. The person undertaking the assessment is responsible for monitoring the delivery of all actions and providing progress reports to the Engagement and Participation team as requested.

