

Equality Impact and Needs Assessment Form

Section One – Screening

Name of strategy, policy or project:
Arts Investment Programme
Directorate and service area:
Environment, Economy and Culture Directorate - Culture
Name and contact details of officer completing assessment:
David Whitfield Tel: 01752 345165 Email: david.whitfield@devon.gov.uk
<p>1. What is the main purpose of the strategy/policy/project (or the changes you want to make to it)?</p> <p>This new programme will invest in the capacity of the arts sector in Devon. Within a three year rolling programme, investment will be directed to sustain and to develop key resources which can contribute to the three strategic themes of the Council's arts policy:</p> <p style="padding-left: 40px;">nurturing creativity; developing artistic assets; bringing creative work into our communities.</p>
<p>2. What are the main activities of the strategy/policy/project?</p> <p>From April 2007 the programme will replace the Council's current system of arts grants. Investment will be offered on a renewable basis or for one-off initiatives to: not-for-profit companies or constituted groups; statutory bodies.</p>
<p>3. Who is intended to benefit from the strategy/policy/project, and how?</p> <p>People living in Devon and people visiting Devon will benefit. The Council's investment will sustain and develop resources which help artists and arts organisations in Devon to carry out their work and/or offer opportunities for people in Devon to experience high quality arts activity.</p> <p>The three priority areas for investment are resources which: (1) enable people across the County to develop creative skills and produce their own creative work through projects with experienced artists; (2) promote the potential of the arts sector in the County and develop the independence of its creative practitioners; (3) provide local opportunities to experience the arts by touring creative work of high quality to communities across the County.</p>
<p>4. Is the strategy/policy/project consistent with the Council's equality policies?</p> <p>Yes. Organisations bidding for investment are required to have equal opportunities policies and procedures in place. Their proposal must explain what values guide the organisation in developing and managing its resource, and how these values fit with the five key values of the Council's arts policy which include "ensuring fair access to opportunities" and "celebrating</p>

diversity".

5. Is responsibility for the strategy/policy/project shared with another department, authority or organisation? If so, what responsibility and which bodies?

No

6. What impact is the strategy/policy/project likely to have on different sections of the community? You may wish to use the table below as a prompt.

	Positive impact – it could benefit ✓ (check box)	Negative impact – it could disadvantage ✓ (check box)	Reason	Are there additional factors that could contribute to the experience of isolation¹? If so, what are they?	Evidence
Gender					
• Women	<input checked="" type="checkbox"/>	<input type="checkbox"/>	enhanced opportunities to experience high quality arts activity		
• Men	<input checked="" type="checkbox"/>	<input type="checkbox"/>	enhanced opportunities to experience high quality arts activity		
Ethnic Group					
• Asian or Asian British people	<input type="checkbox"/>	<input type="checkbox"/>			
• Black or Black British people	<input type="checkbox"/>	<input type="checkbox"/>			
• Chinese people	<input type="checkbox"/>	<input type="checkbox"/>			
• Gypsy or Roma People	<input type="checkbox"/>	<input type="checkbox"/>			
• Irish People	<input type="checkbox"/>	<input type="checkbox"/>			
• People of Mixed Heritage	<input type="checkbox"/>	<input type="checkbox"/>			
• White People	<input type="checkbox"/>	<input type="checkbox"/>			
• People of other ethnic backgrounds	<input type="checkbox"/>	<input type="checkbox"/>			
Asylum Seekers and Refugees	<input type="checkbox"/>	<input type="checkbox"/>			

¹ Refer to section 3 of the EINA guidance.

	Positive impact – it could benefit ✓ (check box)	Negative impact – it could disadvantage ✓ (check box)	Reason	Are there additional factors that could contribute to the experience of isolation¹? If so, what are they?	Evidence
People with physical, sensory or learning disabilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	enhanced opportunities to experience high quality arts activity		
Deaf People who use British Sign Language	<input type="checkbox"/>	<input type="checkbox"/>			
People with mental health issues	<input type="checkbox"/>	<input type="checkbox"/>			
Lesbians, gay men and bisexual people	<input type="checkbox"/>	<input type="checkbox"/>			
Trans people	<input type="checkbox"/>	<input type="checkbox"/>			
Age					
<ul style="list-style-type: none"> Older people (60 +) 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	enhanced opportunities to experience high quality arts activity		
<ul style="list-style-type: none"> Younger people (17-25) and children 	<input checked="" type="checkbox"/>	<input type="checkbox"/>	enhanced opportunities to experience high quality arts activity		
People of different faith groups or beliefs including non-believers	<input type="checkbox"/>	<input type="checkbox"/>			
Travellers	<input type="checkbox"/>	<input type="checkbox"/>			
Other (please specify)	<input type="checkbox"/>	<input type="checkbox"/>			
Other (please specify)	<input type="checkbox"/>	<input type="checkbox"/>			

Notes:

- Faith groups cover a wide range of groupings, the most common of which are Muslims, Buddhists, Jews, Christians, Sikhs and Hindus. Consider faith categories individually and collectively when assessing positive and negative impacts.
- The categories relating to ethnicity include those used in the 2001 census. Consideration should be given to the needs of specific communities within the broad categories such as Bangladeshi people and to the needs of other communities such as Turkish/Turkish Cypriot, Greek/Greek Cypriot and Polish that do not appear as separate categories in the census.
- An adverse impact does not necessarily require action to be taken. Actions must remain in proportion with the benefits that could be achieved and resources available to complete them. If adverse impacts are identified and actions for improvement are not proportionate, the reasons for not taking action should be detailed and open to challenge.

7. If you have indicated there is a negative impact on any group, is that impact:			
Legal?	YES	NO	N/A
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>(i.e. it is not discriminatory under anti-discriminatory legislation – refer to the Council’s website or your Directorate Equality Representative if guidance is needed)</i>			
Intended?	YES	NO	N/A
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Level of impact	HIGH	LOW	N/A
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
If the negative impact is possibly discriminatory and not intended and/or of high impact you must complete section two of this form. If not, complete the rest of section one below and consider if completing section two would be helpful in making a thorough assessment.			
8. a) Could you minimise or remove any negative impact that is of low significance? Explain how:			
b) Could you improve the strategy, project or policy’s positive impact? Explain how: The anticipated impact of the programme will be assessed when the budget is allocated, and the actual impact monitored during the period of investment. Equality impact and needs will be considered at the annual review meeting with each organisation receiving investment. If the anticipated or actual impact of the programme is low (or negative) for any group, the County Arts Officer will discuss options for improving impact with organisations receiving investment. The Council may be able to invite further bids specifically to improve impact for any such group if there is flexibility within the budget. There will be an annual review of the procedures for inviting and assessing bids to the programme. This will ensure that relevant bids are received and that issues of equality are given adequate weight in assessment. <i>You may wish to use the action sheet at the end of Section Two.</i>			
9. If there is no evidence that the strategy, policy or project promotes equality, equal opportunities or improved relations – could it be adapted so that it does? How?			

Please sign and date this form. Keep one copy, send a copy to your Directorate Equality Representative. Please email a further copy to

Natasha.Cole@devon.gov.uk. The results will be published on the Council's website.

Signed: David Whitfield - County Arts Officer

Date: 21 November 2006

Section Two – Full assessment

Name of strategy, policy or project:

Date:

Part A

1. Looking back at section one of the EINA, in what areas are there concerns that the strategy, policy or project could have a negative impact?	
2. Summarise the likely negative impacts.	
3. What previous or planned consultation or research on this topic / policy area / project has taken place / will take place with groups / individuals from different sections of the community? If there has already been consultation or research what does it indicate about negative impact of this strategy, policy or project?	
Section of the Community	Summary of consultation or research carried out or planned

4. What consultation has taken place/or is planned with DCC staff/DCC staff group including staff that have, or will have, direct experience of implementing the strategy / policy / project?
5. If there are gaps in your previous or planned consultation and research, are there any experts/relevant groups that can be contacted to get further views or evidence on the issues. YES <input type="checkbox"/> (Please list them below and explain how you will obtain their views)

NO

6. Has the strategy / policy / project been through legal vetting for compliance?

YES

NO

Note: This will only be necessary in conditions where the strategy / policy / project is entirely driven by legislative duties **and/or** where there is doubt about the legal interpretations in relation to the outcomes / service being provided.

Part B

Complete this section when consultation and research has been carried out

7. a) As a result of this assessment and available evidence collected, including consultation, state whether there will need to be any changes made / planned to the policy, strategy or project.

b) As a result of this assessment and available evidence is it important that DCC commission specific research on this issue or carry out monitoring / data collection?

(You may wish to put this information directly onto the action plan at the end of this form)

8. Will the changes planned ensure that negative impact is:

Legal? YES NO

(not discriminatory, under anti-discriminatory legislation)

Intended? YES NO

Low impact? YES NO

9. a) Have you set up a monitoring / evaluation / review process to check the successful implementation of the strategy, project or policy?

YES NO

b) How will this monitoring / evaluation further assess the impact on different sections of the community/ ensure the strategy/ policy / project is non-discriminatory?

Details:

10. What is the final policy decision for this assessment?

11. There is a legal requirement to publish the outcome of an Equality Impact and Needs Assessment. Please outline how / where this will happen:

Please complete the action plan below, sign the EINA, retain a copy and send a copy of the full EINA, including the Action Plan, to your Directorate Equality Representative.

Signed:

Date:

Equality Impact and Needs Assessment Action Plan

Please list below any recommendations for action that you plan to take as a result of this impact assessment.

Issue	Action required	Lead officer	Timescale	Resource implications	Comments
anticipated impact of investment as allocated	assess likely impact of programme once budget agreed	David Whitfield (County Arts Officer)	March 2007 for programme 2007-09	within lead officer's core function	
low positive impact or negative impact for any group anticipated from investment programme	(1) review procedures for inviting and assessing bids; (2) discuss options for improving impact with organisations receiving investment; (3) invite further bids specifically to improve impact.	David Whitfield (County Arts Officer)	(1) March 2007; (2) April 2007; (3) November 2007 if budget permits.	(1) within lead officer's core function; (2) within lead officer's core function; (3) increased budget for investment programme.	(3) opportunities to invite further bids may arise through unanticipated alterations to or cancellation of investment agreements.
actual impact of investment as allocated	(1) establish procedures for monitoring within investment agreement between Council and organisations; (2) report on impact of programme.	David Whitfield (County Arts Officer)	(1) March 2007; (2) September 2008 report on impact of programme in 2007/08 and anticipated impact in 2008/09.	within lead officer's core function	(1) need to liaise with Arts Council England and other funding bodies for joint or compatible procedures - may have impact on timetable for (2) report.

NOTES: