

# Equality Analysis

## Birmingham City Council Analysis Report

<b>EA Name</b>	Support To The Arts 2017-18
<b>Directorate</b>	Economy
<b>Service Area</b>	Culture & The Visitor Economy
<b>Type</b>	Reviewed Function
<b>EA Summary</b>	The budget is already committed in 2016-17 through agreements with the funded arts organisations which have already delivered significant savings. In 2017-18, it is proposed to work with the arts organisations to achieve further phased reductions in the City Council's contribution to the "culture pound".
<b>Reference Number</b>	EA001544
<b>Task Group Manager</b>	Symon.Easton@birmingham.gov.uk
<b>Task Group Member</b>	
<b>Date Approved</b>	2016-11-29 00:00:00 +0000
<b>Senior Officer</b>	val.birchall@birmingham.gov.uk
<b>Quality Control Officer</b>	caroline.alexander@birmingham.gov.uk

### **Introduction**

The report records the information that has been submitted for this equality analysis in the following format.

#### **Initial Assessment**

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

#### **Relevant Protected Characteristics**

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

## 1 Activity Type

The activity has been identified as a Reviewed Function.

## 2 Initial Assessment

### 2.1 Purpose and Link to Strategic Themes

#### **What is the purpose of this Function and expected outcomes?**

The purpose of Support to the Arts is to provide arts activities for residents and visitors which improve the city's quality of life and reputation as a visitor and investment destination.

For each strategy, please decide whether it is going to be significantly aided by the Function.

A Strong Economy	Yes
Safety And Opportunity For All Children	Yes
A Great Future For Young People	Yes
Thriving Local Communities	Yes
A Healthy, Happy City	Yes
A Modern Council	No

### 2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
---	-----

#### **Comment:**

As the funding is reduced to meet budget requirements, the majority of core funded organisations will almost certainly have to reduce the level of their (artistic) product and community and education outreach activities - both in terms of reduced staff and scope of programme. Similarly, less funding for projects means that fewer independent arts organisations can be supported and less activity for target residents in priority neighbourhoods. The removal of funding to support cultural data submissions online will result in reduced up to date intelligence on the impact of investment in the arts sector, potentially reducing the effectiveness of programmes.

Will the policy have an impact on employees?	No
--	----

#### **Comment:**

Staffing levels are currently at a minimum to deliver funding programmes in order to ensure appropriate standards and manage risk to BCC. There are no plans to reduce capacity as part of this proposal.

Will the policy have an impact on wider community?	Yes
--	-----

#### **Comment:**

As the services are reduced to meet budget requirements, there will be fewer resources and activities will reduce.

### 2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Relevant	Yes
Disability	Relevant	Yes
Gender	Not Relevant	No

Gender Reassignment	Not Relevant	No
Marriage Civil Partnership	Not Relevant	No
Pregnancy And Maternity	Not Relevant	No
Race	Relevant	Yes
Religion or Belief	Not Relevant	No
Sexual Orientation	Not Relevant	No

## **2.4 Analysis on Initial Assessment**

Activities will be commissioned from arts organisations in the third sector, including organisations which specialise in provision for groups with protected characteristics. Assessment of funding applications takes into account criteria (first agreed by Cabinet in 2010) such as organisations ability to deliver on council priorities and other mitigating factors such as sustainability. Project funding criteria for 2017-18 have not yet been developed but it is intended to commission activities which address the Council's priorities, which will include activities for local groups and children and young people. these will be targeted towards those groups with least opportunity through other provisions enabling the needs of specific groups to be addressed. All funded organisations are required to have Equal Opportunities policies and to demonstrate how they will provide activities which are targeted at specific needs or are open to all, with appropriate plans to attract audiences and participants from individuals or groups with particular needs. Local arts programmes are developed in conjunction with local arts groups which represent residents. Officers continue working to develop applications from minority groups and to support and encourage more diverse representation of the Boards of funded organisations. The reduction in Support to the Arts budget will inevitably impact on the capacity of funded arts organisations to deliver the previous range and breadth of activity.

### 3 Full Assessment

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

#### 3.1 Age - Assessment Questions

##### 3.1.1 Age - Relevance

Age	Relevant
-----	----------

##### 3.1.2 Age - Impact

###### **Describe how the Function meets the needs of Individuals of different ages?**

Most revenue funded organisations cater for all ages in the community. Current arts project funding criteria specifically targets adult residents and young people (0-25 yrs) across the city.

Do you have evidence to support the assessment?	Yes
---	-----

###### **Please record the type of evidence and where it is from?**

Data summary returns and funding application information from revenue funded organisations and Evaluations / Case Studies from BCC commissioned arts projects

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
--	-----

##### 3.1.3 Age - Consultation

Have you obtained the views of Individuals of different ages on the impact of the Function?	Yes
---	-----

###### **If so, how did you obtain these views?**

BCC consulted with all major funded arts orgs on the reduction in core funding. They were subsequently asked to submit impact of reduction in their September application forms

Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals of different ages?	Yes
--	-----

###### **If so, how did you obtain these views?**

BCC consulted on and adopted the refresh of the Creative Futures 3 Strategy in 2015-16 for cultural work with young people, this included working with a young person steering group and 2016 was subsequently designated as 'Year of Arts & Young People'. Culture on Our Doorstep project commissioning focuses on Adult residents. In addition the Cultural Strategy refresh consultation took place from October 2015.

Is a further action plan required?	No
------------------------------------	----

##### 3.1.4 Age - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
Do you think that the Function has a role in preventing Individuals of different ages being treated differently, in an unfair or inappropriate way, just because of their age?	Yes

Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Yes
--	-----

**Please explain how individuals may be impacted.**

Many case studies illustrate how the arts and cultural activity can help to reduce discrimination, promote social cohesion and foster good community relations.

**Please explain how.**

Many case studies illustrate how the arts and cultural activity can help to reduce discrimination, promote social cohesion and foster good community relations

## 3.2 Disability - Assessment Questions

### 3.2.1 Disability - Relevance

Disability	Relevant
------------	----------

### 3.2.2 Disability - Impact

#### **Describe how the Function meets the needs of Individuals with a disability?**

The majority of revenue funded organisations provide cultural engagement opportunities and support for people with disabilities including access to performances and specific projects as part of their outreach work. BCC also commissions smaller arts organisations to deliver work in the community including people with disability. The reduction in core funding may well result in the reduction of activity for this Protected Characteristic Group

Do you have evidence to support the assessment?	Yes
---	-----

#### **Please record the type of evidence and where it is from?**

Revenue funded organisations submissions and summary returns / evaluation provided by project funded organisations. All funded organisations are required to have Equal Opportunities policies and to demonstrate how they will provide activities which are targeted at specific needs or are open to all, with appropriate plans to attract audiences and participants from individuals or groups with particular needs

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
--	-----

### 3.2.3 Disability - Consultation

Have you obtained the views of Individuals with a disability on the impact of the Function?	No
If not, why not?	No relevant individuals identified
Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals with a disability?	Yes

#### **If so, how did you obtain these views?**

Revenue funded organisations applications to the city council for 2017-18 outlining the proposed activity and programme plans in consideration of the reduction in core funding

Is a further action plan required?	No
------------------------------------	----

### 3.2.4 Disability - Additional Work

Do you need any more information or to do any more work to complete the assessment?	No
Do you think that the Function has a role in preventing Individuals with a disability being treated differently, in an unfair or inappropriate way, just because of their disability?	Yes
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Yes

Do you think that the Function will take account of disabilities even if it means treating Individuals with a disability more favourably?	No
Do you think that the Function could assist Individuals with a disability to participate more?	Yes
Do you think that the Function could assist in promoting positive attitudes to Individuals with a disability?	Yes

**Please explain how individuals may be impacted.**

Many case studies illustrate how the arts and cultural activity can help to reduce discrimination, promote social cohesion and foster good community relations. All funded arts organisations are required to have and implement a comprehensive Equalities Policy helping ensure fair and equal access for all.

**Please explain how.**

Many case studies illustrate how the arts and cultural activity can help to reduce discrimination, promote social cohesion and foster good community relations. The majority of arts organisations promote and present activities, or at the very least access to activity, for this protected characteristic group

### 3.3 Religion or Belief - Assessment Questions

#### 3.3.1 Religion or Belief - Relevance

Religion or Belief	Not Relevant
--------------------	--------------

**Comment:**

Priorities have yet to be set by the Cabinet Member (for Culture, Learning & Skills) but a potential reduction in grant support for projects including; Arts Champions, Local Arts initiatives and work for adult residents and young people across the city, will likely impact upon various protected characteristic groups. The impact being less opportunity to participate in cultural activity in local neighbourhoods potentially resulting in increased isolation, less social cohesion / community engagement and reduced mental and physical health benefits. Mitigation for this could include more target specific projects for these groups, particularly those living in priority neighbourhoods.

### 3.3 Race - Assessment Questions

#### 3.3.1 Race - Relevance

Race	Relevant
------	----------

#### 3.3.2 Race - Impact

**Describe how the Function meets the needs of Individuals from different ethnic backgrounds?**

Many commissioned small scale independent arts organisations deliver work for BAME residents and work with a variety of different communities. The majority of revenue funded organisations have objectives to reach BAME residents as part of their community and outreach work. Some, like Sampad have a specific remit in this regard. However, reduced funding from BCC will impact on the scale and scope of the delivery going forward.

Do you have evidence to support the assessment?	Yes
---	-----

**Please record the type of evidence and where it is from?**

Revenue funded arts orgs funding applications. Evidence / evaluation from specific revenue funded organisations including those representing the BAME community e.g. Sampad. Evidence and evaluation from several project commissions across Culture on Your Doorstep and Next Generation activities for young people. All funded organisations are required to have Equal Opportunities policies and to demonstrate how they will provide activities which are targeted at specific needs or are open to all, with appropriate plans to attract audiences and participants from individuals or groups with particular needs.

You may have evidence from more than one source. If so, does it present a consistent view?	Yes
--	-----

#### 3.3.3 Race - Consultation

Have you obtained the views of Individuals from different ethnic backgrounds on the impact of the Function?	Yes
---	-----

**If so, how did you obtain these views?**

A specific example includes the formation of a specific steering group for the Aston Newtown area following the closure of The Drum in Aston / Newtown. This has helped the council and partners inform and develop a funding package to deliver activity for the BAME community in the immediate term.

Have you obtained the views of relevant stakeholders on the impact of the Function on Individuals from different ethnic backgrounds?	Yes
--	-----

**If so, how did you obtain these views?**

From revenue funded arts organisations submissions for funding 2017-18 describing the range and delivery of activity for this protected characteristic group.

Is a further action plan required?	No
------------------------------------	----

**3.3.4 Race - Additional Work**

Do you need any more information or to do any more work to complete the assessment?	No
Do you think that the Function has a role in preventing Individuals from different ethnic backgrounds being treated differently, in an unfair or inappropriate way, just because of their ethnicity?	Yes
Do you think that the Function could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Yes

**Please explain how individuals may be impacted.**

Many case studies illustrate how the arts and cultural activity can help to reduce discrimination, promote social cohesion and foster good community relations. Officers continue work to develop applications from minority groups and to support and encourage more diverse representation of the Boards of funded organisations.

**Please explain how.**

Many case studies illustrate how the arts and cultural activity can help to reduce discrimination, promote social cohesion and foster good community relations. The proposal to maintain some funding for the BME community particularly in and around Aston Newtown will help facilitate this activity.

### **3.4 Concluding Statement on Full Assessment**

Activities will be commissioned from arts organisations in the third sector, including some which also specialise in provision for groups with protected characteristics. Assessment of funding applications takes into account criteria (first agreed by Cabinet in 2010) such as organisations ability to deliver on council priorities and other mitigating factors such as sustainability. Project funding criteria for 2017-18 have not yet been developed but it is intended to commission activities which address gaps in provision including in priority neighbourhoods, for particular target groups or for specific audiences. All funded organisations are required to have Equal Opportunities policies and demonstrate how they will provide activities which are targeted at specific needs or are open to all, with appropriate plans to attract audiences and participants from individuals or groups with particular needs. Local arts programmes are developed in conjunction with local arts providers and local arts fora who represent residents. Officers continue work to develop applications from minority groups and to support and encourage more diverse representation of the Boards of funded organisations.

The reduction in Support to the Arts budget will inevitably impact on the capacity of funded arts organisations to deliver the previous range and breadth of activity - particularly in regard to their education and (community) outreach programmes. Programme and activity information, and any significant changes, are provided as part of the Support to The Arts Report. Cultural Development staff have also been affected by the reduction in establishment costs resulting in very limited capacity going forward to directly deliver cultural activity and support for the community including specialist advice, guidance and signposting. The removal of funding in 2015-16 to support the submission of culture data online has resulted in reduced scope and up to date intelligence about current investment in the cultural sector.

### **4 Review Date**

31/10/17

### **5 Action Plan**

There are no relevant issues, so no action plans are currently required.