



Equality Impact Assessment form (updated April 2011)

This is where you evidence how a policy or practice, or a decision relating to a policy or practice, complies with the general equality duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

This form is intended to guide and prompt you about the questions and evidence that you need to think about. As indicated in the guidance, this assessment takes into consideration each of the "protected characteristics" listed in the Equality Act 2010 – race, age, gender etc. This assessment should be used to inform any relevant decision about the policy or practice. Please state policy options in the assessment.

Service Area Continuing Learning & Leisure	Head of Service: Ffion Lloyd	Person responsible for the assessment: Nicolas Young	Date of Assessment 10 th December 2012	
Name of the policy / practice to be assessed: Reduction of 33% in the Events and Arts Development budgets from 2013/14 onwards			Is this a new, existing or policy / practice under review?	Existing service provision

<p>1. Briefly describe the purpose of the policy / practice</p> <p>If the policy / process is under review, please list any options under consideration</p>	<p>The Events and Arts Development budgets support a wide range of activities from income generation for the Newport Centre through concert bookings to skills development with marginalised communities. Six staff are employed to deliver these areas of work.</p> <p>The options analysed have been:</p> <p>To accept the proposal and the reductions in activity set out in the December 2012 report</p> <p>To modify the proposal within the reductions set out – eg changing the proportions invested in different areas of work</p> <p>To modify the proposal and change the level of reduction</p> <p>To reject the proposal and to see reductions in expenditure elsewhere.</p> <p>The proposal is to retain the staff, with two reducing their hours voluntarily, while reducing direct expenditure on 5 areas of work, ceasing to fund 4 areas of work and retaining one – grants to external organisations – at its current level.</p>
<p>2. Name any associated policy, legislation, corporate objective etc.</p>	<ul style="list-style-type: none"> • All Human Resource Policies • Corporate Plan • Community Strategy • The People Plan • Organisational Development Objectives • Welsh Language Act , policies and plans

<p>3. Who are the main stakeholders in relation to the policy / practice?</p>	<ul style="list-style-type: none"> • Service Users • Arts Council Wales • Continuing Learning and Leisure Staff, volunteers • Partnership organisations who work with CLL to deliver service • Customers of the service • Non users of the service • Elected Members
<p>4. Who performs the service?</p>	<p>Theatre, Arts and Events Service</p>
<p>5. What outcomes are wanted from this policy / practice?</p>	<ul style="list-style-type: none"> • Skills development amongst participants • Creative opportunities for young people • Increased use of, and income generation within, Council facilities • Employment of residents and visitors to the City • Support for the arts economy • City Centre marketing and increased footfall

<p>6. What factors could contribute / detract from the outcomes (risks / opportunities)?</p> <p>Please list the factors for each separate policy / process options under consideration</p>	<ul style="list-style-type: none"> • Attitudinal barriers, which the activity seeks to overcome – the reduction in resources may hinder this • Quality of programme not meeting expectation due to an inability to attract artists and tutors of sufficient quality – the reduction in resources will diminish the breadth and appeal of the events on offer, thus potentially alienating some communities • Reductions in numbers or scale of events, will lead to lower attendances and jeopardise other income potential, thus leading to fewer events as the downward spiral develops. • Focus on earned income and higher yields will exclude those on lower incomes
<p>7. Describe the steps you have taken to carry out this assessment e.g. consultation and involvement</p>	<p>The need to examine all aspects of service delivery is being driven by the medium term financial planning process. The overall budget for the service is being reduced and the savings are of such a scale that service provision to the public cannot be maintained at the current level.</p>

8. Give a summary of the information the council has taken into account for this assessment

- Budget guidelines from senior management
- Evaluation of programme since 2010 – financial and attendance
- Arts Council of Wales requirements in relation to regular funding of The Riverfront

<p>9. Does the policy / practice eliminate discrimination and promote equality and good community relations due to:</p> <ul style="list-style-type: none"> • Age • Gender • Disability • Race • Religion / belief • Welsh language • Gender reassignment • Marriage / civil partnership • Sexual orientation 	<p>There are no specific barriers to the service offered. Indeed, it is a function of the arts development and events activity to seek to reach as many people as possible, and to overcome reasons for non-participation.</p> <p>Some arts practice can challenge perceptions and can improve understanding and tolerance.</p> <p>Current practice seeks to promote equality across all the characteristics, and the programme will continue to do so, albeit at a reduced volume.</p>
<p>10. Summary of the impact of the policy / practice on the general equality duty</p>	<p>The reduction in number and scale of events will have little impact on the general duty place on the Council as the programme overall is not specifically designed to meet the needs of any specific protected group.</p> <p>However, within the programme, there are free events which benefit those on lower incomes, and there will be fewer of these.</p> <p>There are also activities within the programme that do target specific groups: young people, those with disabilities, culturally diverse communities. We will endeavour to ensure that these are sustained and developed as far as possible within the revised budget.</p>

Equality Action Plan		
Key Actions	Actions (with dates) Any associated performance measures	Lead Officer(s)
Further actions to eliminate discrimination, promote equality and good community relations on the grounds of :-		
Age	<ul style="list-style-type: none"> Continuation of Over 50s dance and fitness activity Continuation of free activities for those on low incomes 	
Gender	Continuation of boys' dance activities	
<ul style="list-style-type: none"> Disability 	Continued development of dance activity in partnership with Rubicon, Candoco and others Continued work in hospices and similar locations	
<ul style="list-style-type: none"> Race 	Continued development of activity in geographical areas of Newport with relatively high levels of cultural diversity Continued programming of events relevant to diverse communities	
If there are decisions pending that will affect this policy / practice please state when and how the decision will be taken		
Budget decision December 2012		
How will the policy / practice be:		
Through existing processes – quantitative and qualitative – which are reported through Views, Cabinet Reports, Arts Council of Wales monitoring and project evaluations.		

<ul style="list-style-type: none"> • Monitored • Performance assessed • Reported 		
Does the EIA need be revisited in 6 months/ a year ?	Yes	

Mr Young

Signed (lead officer)

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Signed (Head of Service)

From Lloyd
12.12.12

