

Equality Impact Assessment

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

New or Existing policy, strategy, project, programme or scheme: Our Space is a new development initiative

Section / Department: Engagement and Participation

Person undertaking the Assessment: Diane Hebb

Date of Assessment: December 2012

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

The aim of the programme is to reach out to new audiences and persuade more people to get involved in the arts. The programme is specifically aimed at those audiences who feel particularly disengaged from the arts or face barriers to getting involved.

The programme as a whole aims to support initiatives that will attract people from a range of backgrounds, however in the first instance we are targeting children, young people and families.

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

The programme aims to benefit children, young people and families who are currently facing barriers that prevent them from getting involved in the arts, primarily as audience members.

The programme will put in place creative interventions that remove barriers and encourage involvement.

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

We are making funding available to venues and arts organisations to work collaboratively and develop innovative ideas that will help remove barriers and encourage involvement. We are inviting proposals and will decide which of these offers the most effective means of increasing engagement, but also offers the most innovative and creative approach.

The arts organisations will be responsible for the delivery. We will be responsible for funding and monitoring.

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

Children, young people and families living in areas of high deprivation are a high priority for this programme. Links to our child poverty plan are also a priority. This includes disabled young people and their families and young people from Black and Minority ethnic backgrounds. Opportunities for young people from Welsh language backgrounds are also a priority.

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

Age The programme targets children and young people, but also includes their families. It therefore excludes projects that are purely adult focussed.

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

Yes

Please give reasons/justifications

The programme is targeted at children, young people and families. This is a positive impact in line with our strategic priority for children and young people. However older people and adults will not benefit from this programme unless in association with young people

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

There is potential for a there to be a differential impact if none of the projects we fund include provision for disabled children, young people and their families.

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

As with disability, there is a possibility that programmes we support do not take account or allow for the experiences of young people involved in gender reassignment

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

As above. There are specific arts programmes for young mothers and we need to ensure that these are considered in the programmes we support.

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

As above. There could be a differential impact if the programmes we support do not make specific provision for reaching young people and families from diverse backgrounds

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

As above. There could be a differential impact if the programmes we support do not make specific provision for reaching young people and families from diverse backgrounds

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. We need to ensure that the programmes we support offer equal opportunities to boys and girls.

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. There could be a differential impact if the programmes we support do not make specific provision for reaching young people within this group.

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

There is the potential that we support a disproportionate number of projects delivered through the medium of English only.

If Adjustments are identified please list in Actions Template

Marriage and Civil Partnership

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

No

Please give reasons/justifications This would not be a consideration for this project. Our target audiences are children, young people and their families. In

this instance "families" has a broad definition and is in line with equalities legislation.

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
Ensuring the projects we support do not result in a differential impact in terms of any of the above characteristics	Consider the findings of this EIA during the decision making process. Testing all proposals against equality criteria	Amanda Loosemore	Ongoing for the life of the project. Review at end of twelve months	None	
Who will approve / authorise? Diane Hebb and SMT					
How will these be monitored? By the internal Equalities Monitoring Group					
How and where will this be published? With the Our Space guidance on our web site					

*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.

