

Equality Analysis

Birmingham City Council Analysis Report

EA Name	2016-19 Culture Strategy
Directorate	Economy
Service Area	Culture & The Visitor Economy
Type	New/Proposed Policy
EA Summary	To review the implications of a new strategy for culture 2016-19 developed in partnership with the sector
Reference Number	EA000500
Task Group Manager	Symon.Easton@birmingham.gov.uk
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Date Approved	2016-04-07 01:00:00 +0100
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Introduction

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

Overall Purpose

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 New/Proposed Policy.

2 Overall Purpose

2.1 What the Activity is for

What is the purpose of this Policy and expected outcomes?	A new Cultural Strategy (Imagination, Creativity & Enterprise 2016-19) has been developed through working in partnership with a wide range of stakeholders across the city including major cultural organisations and small scale independent sector arts organisations and individuals. The outcome is to deliver objectives through a range of actions under five main themes - Culture on our Doorstep, Next Generation, A Creative City, Our Cultural Capital and Our Cultural Future. This refreshed strategy is to be monitored under the newly created Partnership For Culture (P4C).
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For each strategy, please decide whether it is going to be significantly aided by the Function.

Public Service Excellence	No
A Fair City	Yes
A Prosperous City	Yes
A Democratic City	Yes

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
Will the policy have an impact on employees?	Yes
Will the policy have an impact on wider community?	Yes

2.3 Analysis on Initial Assessment

The new strategy will take forward Cultural Policy reflecting the changing context and landscape that the city council and its partners now operate in. Objectives and Actions will be developed in partnership with stakeholders across the city to present new proposals that; enhance residents' quality of life - especially at a local level including young people, help improve the economic prosperity of the city - especially amongst the creative industries sector, enhance the city's reputation and profile as a cultural centre / visitor destination, improve skills and learning in the creative sector and, provide a sustainable model for the cultural sector across the city going forward.

3.1 Age

3.1.1 Age - Differential Impact

Age	Relevant
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3.1.2 Age - Impact

Describe how the Policy meets the needs of Individuals of different ages?	The Strategy encompasses residents of all ages (and visitors across the city)
Do you have evidence to support the assessment?	Yes
Please record the type of evidence and where it is from?	Culture Commissioning projects. Revenue funded organisations summary data. Connecting Communities programme / research
Have you received any other feedback about the Policy in meeting the needs of Individuals of different ages?	Yes
Please record the nature of such feedback.	Strategy working groups. Public Consultation day 12 Oct
You may have evidence from more than one source. If so, does it present a consistent view?	Yes
Is there anything about the Policy and the way it affects Individuals of different ages which needs highlighting?	No

3.1.3 Age - Consultation

Have you obtained the views of Individuals of different ages on the impact of the Policy?	Yes
If so, how did you obtain these views?	Through engagement of working group partners and public consultation. There is also a specific focus on Young People
Have you obtained the views of relevant stakeholders on the impact of the Policy on Individuals of different ages?	Yes
If so, how did you obtain these views?	Strategy working groups and public consultation
Is there anything about the Policy and the way it affects Individuals of different ages which needs highlighting?	Yes

3.1.4 Age - Additional Work

Do you need any more information to complete the assessment?	No
Please explain how.	The strategy is designed to have a positive effect encompassing all ages
Is there any more work you feel is necessary to complete the assessment?	No
Do you think that the Policy has a role in preventing Individuals of different ages being treated differently, in an unfair or inappropriate way, just because of their age?	No
Do you think that the Policy could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Yes

3.2 Disability

3.2.1 Disability - Differential Impact

Disability	Relevant
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3.2.2 Disability - Impact

Describe how the Policy meets the needs of Individuals with a disability?	The strategy is designed to encompass all residents and citizens.
Do you have evidence to support the assessment?	Yes
Please record the type of evidence and where it is from?	Culture Commissioning projects. Revenue funded organisations summary data. Connecting Communities programme / research. Strategy working groups, public consultation day
Have you received any other feedback about the Policy in meeting the needs of Individuals with a disability?	Yes
Please record the nature of such feedback.	Through working group stakeholders and public consultation
You may have evidence from more than one source. If so, does it present a consistent view?	Not applicable
Is there anything about the Policy and the way it affects Individuals with a disability which needs highlighting?	No

3.2.3 Disability - Consultation

Have you obtained the views of Individuals with a disability on the impact of the Policy?	Yes
If so, how did you obtain these views?	Strategy working groups, Public consultation, citizenspace
Have you obtained the views of relevant stakeholders on the impact of the Policy on Individuals with a disability?	Yes
If so, how did you obtain these views?	Strategy working groups included arts organisations who have worked with people with disability and people with disability attending consultation event
Is there anything about the Policy and the way it affects Individuals with a disability which needs highlighting?	No

3.2.4 Disability - Additional Work

Do you need any more information to complete the assessment?	No
Please explain how.	The strategy is designed to have a positive impact for all sectors of the community
Is there any more work you feel is necessary to complete the assessment?	No
Do you think that the Policy has a role in preventing Individuals with a disability being treated differently, in an unfair or inappropriate way, just because of their disability?	No

Do you think that the Policy 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 Policy will take account of disabilities even if it means treating Individuals with a disability more favourably?	Yes
Do you think that the Policy could assist Individuals with a disability to participate more?	Yes
Do you think that the Policy could assist in promoting positive attitudes to Individuals with a disability?	Yes

3.3 Religion or Belief

3.3.1 Religion or Belief - Differential Impact

Religion or Belief	Relevant
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3.3.2 Religion or Belief - Impact

Describe how the Policy meets the needs of Individuals of different religions or beliefs?	The strategy is designed to encompass all citizens and residents
Do you have evidence to support the assessment?	Yes
Please record the type of evidence and where it is from?	Culture Commissioning projects. Revenue funded organisations summary data. Connecting Communities programme / research. Strategy working groups, public consultation days, citizenspace.
Have you received any other feedback about the Policy in meeting the needs of Individuals of different religions or beliefs?	No
You may have evidence from more than one source. If so, does it present a consistent view?	Yes
Is there anything about the Policy and the way it affects Individuals of different religions or beliefs which needs highlighting?	No

3.3.3 Religion or Belief - Consultation

Have you obtained the views of Individuals of different religions or beliefs on the impact of the Policy?	Yes
If so, how did you obtain these views?	Strategy working groups, public consultation day, citizenspace
Have you obtained the views of relevant stakeholders on the impact of the Policy on Individuals of different religions or beliefs?	Yes
If so, how did you obtain these views?	Strategy working groups, public consultation day, citizenspace
Is there anything about the Policy and the way it affects Individuals of different religions or beliefs which needs highlighting?	No

3.3.4 Religion or Belief - Additional Work

Do you need any more information to complete the assessment?	No
Please explain how.	The strategy is designed to encompass cooperation and cohesiveness across all sectors of the community
Is there any more work you feel is necessary to complete the assessment?	Yes
Do you think that the Policy has a role in preventing Individuals of different religions or beliefs being treated differently, in an unfair or inappropriate way, just because of their religion or belief?	No

Please explain what work needs to be done.	On-going monitoring by all stakeholders and the oversight Partnership for Culture group
Do you think that the Policy could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Yes

3.4 Gender

3.4.1 Gender - Differential Impact

Gender	Relevant
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3.4.2 Gender - Impact

Describe how the Policy meets the needs of Men and women?	The strategy is designed to encompass all residents and citizens
Do you have evidence to support the assessment?	Yes
Please record the type of evidence and where it is from?	Culture Commissioning projects. Revenue funded organisations summary data. Connecting Communities programme / research. Strategy working groups, public consultation,
Have you received any other feedback about the Policy in meeting the needs of Men and women?	No
You may have evidence from more than one source. If so, does it present a consistent view?	Yes
Is there anything about the Policy and the way it affects Men and women which needs highlighting?	No

3.4.3 Gender - Consultation

Have you obtained the views of Men and women on the impact of the Policy?	Yes
If so, how did you obtain these views?	Strategy working groups, public consultation day, citizenspace
Have you obtained the views of relevant stakeholders on the impact of the Policy on Men and women?	Yes
If so, how did you obtain these views?	Strategy working groups, public consultation day, citizenspace
Is there anything about the Policy and the way it affects Men and women which needs highlighting?	No

3.4.4 Gender - Additional Work

Do you need any more information to complete the assessment?	No
Is there any more work you feel is necessary to complete the assessment?	No
Do you think that the Policy has a role in preventing Men and women being treated differently, in an unfair or inappropriate way, just because of their gender?	No

3.5 Race

3.5.1 Race - Differential Impact

Race	Relevant
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3.5.2 Race - Impact

Describe how the Policy meets the needs of Individuals from different ethnic backgrounds?	The strategy is designed to encompass all residents and citizens
Do you have evidence to support the assessment?	Yes
Please record the type of evidence and where it is from?	Culture Commissioning projects. Revenue funded organisations summary data. Connecting Communities programme / research. Strategy working groups, public consultation day, citizenspace
Have you received any other feedback about the Policy in meeting the needs of Individuals from different ethnic backgrounds?	No
You may have evidence from more than one source. If so, does it present a consistent view?	Yes
Is there anything about the Policy and the way it affects Individuals from different ethnic backgrounds which needs highlighting?	No

3.5.3 Race - Consultation

Have you obtained the views of Individuals from different ethnic backgrounds on the impact of the Policy?	Yes
If so, how did you obtain these views?	Strategy working groups, public consultation day, citizenspace
Have you obtained the views of relevant stakeholders on the impact of the Policy on Individuals from different ethnic backgrounds?	Yes
If so, how did you obtain these views?	Strategy working groups, public consultation day, citizenspace
Is there anything about the Policy and the way it affects Individuals from different ethnic backgrounds which needs highlighting?	No

3.5.4 Race - Additional Work

Do you need any more information to complete the assessment?	No
Please explain how.	The strategy is designed to encompass all citizens and residents and help foster good relations amongst communities.
Is there any more work you feel is necessary to complete the assessment?	Yes

Do you think that the Policy has a role in preventing Individuals from different ethnic backgrounds being treated differently, in an unfair or inappropriate way, just because of their ethnicity?	No
Please explain what work needs to be done.	Maintain robust monitoring of this area
Do you think that the Policy could help foster good relations between persons who share the relevant protected characteristic and persons who do not share it?	Yes

3.6 Concluding Statement on Full Assessment

The new strategy will take forward Cultural Policy reflecting the changing context and landscape that the city council and its partners now operate in. Objectives and Actions have been developed in partnership with stakeholders across the city to present new proposals that; enhance residents quality of life - especially at a local level and amongst young people, help improve the economic prosperity of the city - especially amongst the creative industries sector, enhance the city's reputation and profile as a cultural centre / visitor destination, improve skills and learning in the creative sector and, provide a sustainable model for the cultural sector across the city going forward.

Following a series of Steering Group and working group meetings during 2015, various objectives and actions were developed under five themes to take the policy forward from 2016. These are - Culture on our Doorstep, Next Generation, A Creative City, Our Cultural Capital and Our Cultural Future. The resulting proposals were consulted on via Citizenspace and at a public Consultation on 12.10.2015. The strategy is to be monitored under the newly created Partnership For Culture (P4C). The strategy has been approved by partners and is to be submitted for approval at Cabinet in April 2016 followed by Full Council in June.

4 Review Date

30/09/16

5 Action Plan

5.2 Age

Issue	There is also a specific focus on Young People
Action	There is a specific chapter for Next Generation in the Culture Strategy and also a separate Creative Futures Strategy for Young People. There is a specific Next Generation theme for small scale independent arts projects across the city for young people.
Resources	Mainly delivered through partnerships with arts and cultural organisations in the city including Birmingham Museums Trust
Target Start Date	01/04/2016
Target Completion Date	31/03/2017
Lead Officer	
Recommendations	There is a specific chapter for Next Generation in the Culture Strategy and also a separate Creative Futures Strategy for Young People
Monitoring	The Creative Futures Strategy is monitored by a CF working group and the Culture strategy will be monitored through the Birmingham Partnership for Culture (B4P)
Outcomes	The initiatives for young people have already been well addressed in the Strategy and the existing Creative Futures strategy. Specific example include the Year of Arts & Young people 2016 (YAY 2016) already underway.