

Swindon Borough Council Diversity Impact Assessment

Arts Grants 2016

1 What's it about?

Refer to equality duties

What is the proposal? What outcomes/benefits are you hoping to achieve?

The proposal is to reduce the funding to the following arts organisations by 10%:

	2015-16	2016-17
Sixth Sense Theatre Company for Young People	£33,600	£30,240
Reach Inclusive Arts	£13,400	£12,060
Swindon Festival of Literature	£6,700	£6,030

Who's it for?

Sixth Sense Theatre Company for Young People – provide theatre activities for young people and are a professional producing theatre company making work for schools and educational settings as well as theatres and other arts venues. They also undertake targeted work with specific community groups in skills development as well as careers opportunities and progression for aspiring performers and makers.

Reach Inclusive Arts – provide access to a range of arts and creative activities for adults with learning and other disabilities including health and older people. They also run Partners integrated Theatre Company.

The Swindon Festival of Literature is a 2 weeks festival delivered by Lower Shaw Farm of national reputation. Whilst the majority of events are paid for tickets there a number of free events across the town and a variety of ways residents can be engaged in the festival

How will this proposal meet the equality duties?

All three organisations are expected to continue to operate and seek to either find alternative sources of funding or alter their delivery plans to manage the funding reduction.

What are the barriers to meeting this potential?

Financial – it may not be possible to seek alternative sources of funding and/or it could impact other public funding such as Arts Council National Portfolio funding.

2 Who's using it?

Refer to equality groups

What data/evidence do you have about who is or could be affected (e.g. equality monitoring, customer feedback, current service use, national/regional/local trends)?

The arts organisations manage their own customer/user information but all must have clear written Equalities/Protected Characteristics policies and/or programmes. Often events and productions are specifically targeted at promoting equalities duties such as work on physical abuse, bullying, harassment on the ground of difference etc.

How can you involve your customers in developing the proposal?

The Commissioner has discussed the proposed reductions with the organisations and encouraged them to look at alternative ways of managing reductions from the Local authority.

Who is missing? Do you need to fill any gaps in your data? (pause DIA if necessary)

3 Impact

Refer to dimensions of equality and equality groups

Show consideration of: age, disability, sex, transgender, marriage/civil partnership, maternity/pregnancy, race, religion/belief, sexual orientation and if appropriate: financial economic status, homelessness, political view

Using the information in parts 1 & 2:

a) Does the proposal create an adverse impact which may affect some groups or individuals? Is it clear what this is? How can this be mitigated or justified?

The proposals could create an adverse impact on young people and those with disabilities if the organisations have to make reductions in activities as a result of this funding reduction.

How can you justify this impact?

The Council is required by law to deliver a balanced budget. The Council's income is declining. All parts of the Council are contributing to meet the savings targets necessary. This a non-statutory service and we are actively working with businesses in Swindon and other key stakeholders to help local arts organisations be less dependent on Local Authority funding.

b) Does the proposal create benefit for a particular group? Is it clear what this is? Can you maximise the benefits for other groups?

No.

Does further consultation need to be done? How will assumptions made in this assessment be tested?

On-going monitoring arrangements with the organisations will determine if there are any further issues to be addressed

4 So what?

Link to business planning process

What changes have you made in the course of this DIA?

Will ensure explicit reference is made to Equalities in the new Partnership Agreements which will also be aligned to the new SBC Vision, Priorities and Pledges.

What will you do now and what will be included in future planning?

See above

When will this be reviewed?

On-going review will be as part of the Contract Management including an annual review.

How will success be measured?

Reduction in overall subsidy by the Council and no impact to the organisations activities or users

For the record	
Name of person leading this DIA Helen Miah	Date completed 21 January 2016
Names of people involved in consideration of impact	
Name of manager signing DIA Paddy Bradley	Date signed

Diversity Impact Assessment – an inclusive business planning tool

1. What's it about? refer to equality duties

- What is the proposal? What outcomes/benefits are you hoping to achieve
- Who's it for?
- How will this proposal meet the equality duties?
- What are the barriers to meeting this potential?

2. Who's using it? consider all equality groups

- What data/evidence do you have about who is or could be affected? (e.g. equality monitoring, customer feedback, current service use, national/regional/local trends)?
- How can you involve your customers in developing the proposal?
- Who is missing? Do you need to fill any gaps in your data?

3. Impact consider dimensions and equality groups

Using information in parts 1 & 2:

- a) Does the proposal create an adverse impact which may affect some groups or individuals? How can this be mitigated or justified?
> What can be done to change this impact?
- b) Does the proposal create benefit for particular groups or individuals. Is it clear what this is? Can you maximise the benefits for other groups?
 - Does further consultation need to be done? How will assumptions made in this assessment be tested?

4. So what?

- What changes have made in the course of this DIA?
- What will you do now and what will be included in future planning?
- When will this be reviewed?
- How will success be measured?

Considerations

Our equality duties

1. Eliminate discrimination, harassment and victimisation
2. Advance equality of opportunity
3. Foster good relations

Equality groups

For the following equality groups: age, disability, sex, transgender, marriage/civil partnership, maternity/pregnancy, race, religion/belief and sexual orientation.

Extended by SBC policy to include: financial economic status, homelessness, political view.

Dimensions of equality

How will the proposal affect Human Rights and life chances of different groups? Consider how the proposal affects

1. Longevity.
2. Physical security.
3. Health.
4. Education.
5. Standard of living.
6. Productive and valued activities.
7. Individual, family and social life.
8. Participation, influence and voice.
9. Identity, expression and self-respect.
10. Legal security.