

Swindon Borough Council Diversity Impact Assessment Music Service 2016

1 What's it about?

Refer to equality duties

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

To reduce music service funding from core council funding to ensure the service is self-funding.

The funding reduction does not have any impact on the provision of service to schools. It is a reduction in the subsidy to the funding of The Platform.

Who's it for?

Music service

How will this proposal meet the equality duties?

It will have no impact on the service delivery to schools or to pupils. Income will need to increase from greater use of The Platform or efficiency savings in staffing.

What are the barriers to meeting this potential?

None – a review is taking place to identify where savings can be identified

2 Who is 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)?

Annual reports are provided to the arts council which provide comprehensive data on the use of the music service. The proposed funding reduction will have no impact on current service use for any group.

How can you involve your customers in developing the proposal?

As there is no impact on service, this is not needed. The music advisory group which meets termly will look at the funding reduction proposal when it is identified but it will not impact on service delivery.

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?

No

What can be done to change this impact?

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?

4 So what?

Link to business planning process

What changes have you 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?

For the record	
Name of person leading this DIA: P.Nathan	Date completed 4.11.16
Names of people involved in consideration of impact: 1	
Name of manager signing DIA: P.Nathan	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?

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.

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?

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.

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?

For up to date information and advice contact equality@swindon.gov.uk or check swindon.gov.uk/dia

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