

Swindon Borough Council Diversity Impact Assessment for reduction of funding for Culture Education Service

1 What's it about?

Refer to equality duties

What's it there for? What's it set up to deliver? What's the proposed change? What do you want to achieve?

Existing Service

The Culture Education Service provides the schools, family, young people and community engagement programmes for Lydiard House and Park, Swindon Museum and Art Gallery and Swindon Arts Centre. The service also leads on young people's involvement in cultural events such as the Big Arts Day and coordinates Artsmad (Swindon's Strategic Arts Education Partnership). The service leads on the development of outreach and engagement for Swindon's Heritage Strategy and Promise 27.

There are currently two permanent (0.5FTE) posts delivering this work reporting to the Culture Education Manager

Lydiard Park Education and Outreach Officer

Heritage Outreach and Engagement Officer (new post)

In addition to a team of 10 casual education officers and assistants

The objectives of the service are (business plan 2011/12):

- 1) Use creative marketing methods to enable more young people to find out about the cultural opportunities available to them
- 2) Pilot a Cultural Entitlement scheme for young people in Swindon.
- 3) Support the development of the next generation of young cultural leaders in Swindon and enable them to influence the cultural offer.
- 4) Develop a new outreach and engagement strategy for Swindon's art & heritage collections
- 5) Deliver a high quality programme of curriculum-based learning, which encourages schools to engage with Culture Swindon venues.
- 6) Continue to develop the 'family friendly' scheme to encourage more families to engage with our cultural venues
- 7) Ensure equality of access to the culture education programme for young people from all sections of the community

The service currently delivers against all four Swindon priorities and seven outcomes

Priority: "I like where I live"

Outcome: More people are proud of their neighbourhood: helping to build civic pride through community engagement in arts and heritage

Outcome: Crime and anti social behaviour are being tackled: providing positive and diversionary activities for children and young people

Outcome: Working together, our beautiful parks will be improved and maintained: the education programme at Lydiard Park helps to engage young people and the community in Lydiard's heritage, encouraging volunteering and conservation of the park

Priority: “We can all benefit from a growing economy and a better town centre”

Outcome: People in Swindon have the right education and skills to compete successfully for job opportunities in our towns and villages: culture education helps to develop skills among young people and helps create routes to further education and employment.

Priority: “Everyone is enjoying sports, leisure and cultural opportunities”

Outcome: More young people are supported to take part in sports leisure and culture: the service engages approx 6,000 young people in culture per year.

Outcome: Improve health and wellbeing for all by increasing and widening participation in sports, leisure and culture: the service widens participation by building new community links and new audiences.

Priority: “Living independently, protected from harm, leading healthy lives and making a positive contribution.

Outcome: Increased community involvement so everyone is able to make a positive contribution’ The service builds community links and facilitates greater involvement in heritage, for example as part of the ‘Back to Black and White’ project the photography archiving was completed entirely by volunteers.

Proposed Changes to the Service

Currently the service receives a subsidy of £27,700. The proposal is to reduce the subsidy by 27,000 effectively operating on a zero subsidy budget.

This could only be achieved by an increase in income target (income generated from schools) from £10,000 to £50,000, which there is neither the capacity nor the resources to achieve. The reduction of budget will therefore lead to staff redundancies and also a significant reduction to the service.

What potential is there to meet the equality duties?

The service currently meets the following equality duties:

Promoting Equal Opportunities: The Culture Education programme and projects can be a first ‘route in’ for young people who may not have taken part in cultural activities before. The service helps more young people to engage in culture through a mixture of targeted projects and open access events, working in partnership with schools and youth groups. Through targeted outreach projects, communities who do not normally access the arts, heritage and culture are given the opportunity to participate, building new audiences for the future.

Promoting Good Relations: Education projects can promote intergenerational understanding (for example the project ‘Back to Black and White’ which encourages sharing stories through photography and the Penhill and Meadowcroft intergenerational projects). Cultural Education activities can promote community cohesion by helping people to learn more about each other’s backgrounds and experiences, helping to create a climate of tolerance and respect.

Encouraging participation in public life:

Culture Education can enable young people to engage in the cultural opportunities available to them including workshops, volunteering opportunities, courses and events.

This helps young people to engage with the cultural life of Swindon. Specific projects can also enable young people to make a positive contribution to their communities and to act as leaders and role models. The service facilitates volunteering and community involvement.

What equality benefits does it create?

The service currently creates the following equalities benefits:

Education:

- Helping young people to gain new skills and be creative, to discover new interests and talents and gain qualifications.
- Helping young people to move on to further education, employment and training.
- Lifelong learning

Productive and valued activities:

- Providing good value access to cultural activities for children, community groups and families.
- Providing positive and diversionary activities for children and young people

Participation, influence and voice

- Providing an opportunity for a wide range of people to take part in the arts, through events, projects and activities
- Making arts and culture more accessible and engaging for new audiences
- Helping young people and the wider community to express their ideas, voices and opinions through the arts and culture
- Encouraging community involvement, participation and volunteering
- Helping young people and community members develop leadership skills and influence the cultural offer.

2 Who's it for?

Refer to equality groups

Who is expected to benefit or use the service (internal/external)?

Currently the service engages with the following service users:

External

Schools: curriculum based workshops for approx **3,000** school children per year (SMAG and Lydiard)

Children and young people (aged 7-25): over **500** children and young people engage in special projects such as the Big Arts Day young people's leadership project, the Junior Arts Award Pilot and the 'Back to Black and White' heritage outreach project.

Families: Delivering family friendly workshops for approx **2,500** children per year (Lydiard, SMAG and Swindon Arts Centre).

Youth Groups: the service directly engages with youth groups such as the Youth Forum

Community Groups: e.g. Penhill Community Association and Lawn Community Association.

Older People: Through intergenerational projects such as 'Back to Black and White' 750-1000 people mostly older members of the community visited the Back to Black and White project exhibition.

Sector Partners: Arts Organisations and Heritage Groups e.g. the Swindon Society

Funders: e.g. Heritage Lottery Fund

Artists: leveraging in external funding to provide work for artists

Special Schools and Children with disabilities: through targeted projects.

Young People and Community groups in areas of high social and economic deprivation: through targeted projects

Forward Swindon: Plan 500: providing work experience opportunities, apprenticeships and Future Jobs Fund placements.

Internal

- Cultural venues
- SBC partners e.g. Children's Services, Youth Forum, Schools and Learning Team, Education in Care Services, Adult Social Care, Communities Team
- Staff – 2 permanent members of staff, a team of 10 casual education officers and assistants

Additional groups we are expecting to benefit

A DIA was previously completed for the Culture Education Service looking at barriers to engagement and new measures were put in place within the 2011-12 business plan. This included creating a new post of Heritage Outreach and Engagement Officer to work with targeted groups including NEET young people, young carers, looked after young people, schools from areas of socio-economic deprivation, community groups, black and minority ethnic communities and refugees and asylum seekers. This post will specifically focus on access and inclusion and introducing new audiences to heritage.

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

Is there any potential or real issue which will stop some groups or people getting involved? (adverse impact)

The specific cuts or reduction to the service will have a significant impact on the culture Education Service as a whole. In particular the heritage education, outreach and engagement programmes at Lydiard Park and Swindon Museum and Art Gallery and wider heritage education projects across the borough.

1) Deletion of Heritage Outreach and Engagement Officer Post:

This post was specifically created to engage with communities, young people and 'hard to reach' groups who would not normally visit the museum due to barriers such as physical access issues, costs, transport and the perception that heritage is 'not for them'.

These groups include the following equalities groups:

Young People: The Heritage Outreach and Engagement Officer will develop a new schools and family programme which has the potential to engage many more young people through schools visits and family visits (currently we reach approx 1,500 children but this has the potential to grow). Without a dedicated post this cannot be developed.

Older People: Between 750-1000 people have engaged in the first 'Back to Black and White', project exhibition, these visitors were mostly older members of the community. The project has also engaged with Lilian Lock Gardens supported housing who have visited participating schools. It will not be possible to develop this work.

Black and Minority Ethnic People: in the previous DIA completed for culture education this group was identified as a group who may be engaging less with heritage education. The Heritage Outreach and Engagement Officer has plans to develop project work to engage these groups. This work will not be possible.

People with disabilities: the current museum building is not accessible to people with physical disabilities. The outreach programme offers the possibility to take projects out to these groups and ensure their engagement with the service. For example several people electric wheelchairs visited the exhibition as part of the 'Back to Black and White' exhibition because it was held in an accessible space. These people would not normally be able to access the physical collections within the museum.

People who are from areas of social deprivation:

The outreach programme can engage people in Swindon's areas of social deprivation who experience barriers to engagement in heritage such as transport and perception. Without this service there will be no opportunity to reach out to these communities.

2. Deletion of Lydiard Park Education and Outreach Officer Post

Children and Young People: there will be no schools programme so 2,000 children will miss out a visit to Lydiard. The schools programme is often the first time that the children engage with the house and visit the museum so this will also affect the future visitors and audiences to the house and museum. There will be no programme of family activities at the house and park so another 2,000 children will be unable to engage in family activities. The Education and Outreach Officer has developed linked with young people's groups such as SMASH who provide mentors for young people facing social exclusion. Work with these targeted groups will be unable to continue. The Education programme currently engages with young people Not in Education Employment and Training (NEET) through providing volunteering opportunities, apprenticeships and work experience placements for unemployed young people (in partnership with Forward Swindon: Plan 500). There will be no capacity to provide and support these opportunities.

The Education and Outreach officer has developed links with the early years teams and children's centres, providing storywalk activities for very young children and supporting the 'Hello' campaign children's speech and language development. It will not be possible to continue to develop this work.

Inability to lever in funding to work with targeted groups

Currently for every £1 spent on the Culture Education programme £3 is levered in through external funding. The staff time and capacity within the education service is needed to generate this funding, both providing match funding through support in kind and a structure

within which to deliver these activities. The previous DIA for the culture education service shows that external funding is needed to extend opportunities for those who are unable to pay for them and who need targeted interventions to support them to engage.

Inability to develop sustained relationships of trust with young people and the community: The lack of dedicated outreach and engagement staff makes it difficult to develop long term relationships of trust with the community and to build sustained engagement and partnerships.

Is that reasonable? Can it be justified or mitigated?

No. The proposed service reduction means that there will be no heritage education provided for children, young people and communities in Swindon.

This greatly impacts on the ability to deliver against One Swindon Outcome

“More young people are supported to take part in sports leisure and culture” in addition to the other outcomes stated previously.

STEAM provides an excellent service for schools, however the majority of school groups who visit are from outside the borough so does the service not provide the same benefits to the children and young people of Swindon.

Because of their large income targets, the STEAM education service only provides a service for those who are able to pay for it. There is no community engagement or outreach work delivered by the education team.

The following options may enable a limited amount of service to continue but the impact on equalities groups cannot be fully mitigated:

Option 1: Only deliver projects where there is external funding in place: Some external funding may be able to be found for projects which engage the community with heritage. However, there needs to be a service in place in order to have the capacity to deliver these projects. Also match funding is often required to secure funding from external funders and this takes the form of staff time as support in kind. Short term projects may be effective in engaging the community but without a constant point of contact a long term relationship of trust cannot be developed and established. In some cases it is damaging to the relationship with the community to go in with a short term project, build relationships and create expectations and then stop all engagement once the funding runs out. This can cause cynicism and suspicion and make it more difficult to engage in the future. Sustained community involvement and strong relationships with the community is at the heart of One Swindon and Stronger Together and cannot be achieved with short term, one off projects with no legacy and no ongoing service.

Change of focus of the service to income generation only: This would limit the service to paid visits from schools (along the same model as STEAM). We know from the previous Culture Education DIA that schools who currently pay for visits are often schools from the areas near to the venues (reduced costs for transport) and schools from more financially affluent areas or private schools (parents are more likely to pay for the trips). If we focus on only those schools we will exclude children and young people from other areas of Swindon, particularly children who are living in areas of socio- economic deprivation. The education service also cannot be sustained from schools income alone because there is not enough capacity or resources to sustain the numbers of schools visits necessary.