

Equality Impact Assessment

This document should be completed at the start of policy development or at the early stages of a review. This will ensure equality considerations are taken into account before a decision is made and policies can be altered if required.

SECTION 1 - Policy Profile

1 Name/description of the policy, plan, strategy or programme	Inverclyde Heritage Strategy 2019-29
2 Responsible organisations/Lead Service	Cultural Services
3 Lead Officer	Alana Ward: Libraries, Education Development & Arts Manager
4 Partners/other services involved in the development of this policy	Inverclyde Cultural Partnership, which comprises representatives from Inverclyde Council Cultural Services, Education Services, Corporate Policy, Corporate Communications, CVS Inverclyde, Beacon Arts Centre, West College Scotland, local artists, local heritage providers, national funding partners (Creative Scotland and National Lottery Heritage Fund), plus representatives from health, regeneration & planning, tourism and housing.
5 Is this policy:	New <input checked="" type="checkbox"/> Reviewed/Revised <input type="checkbox"/>
6 What is the purpose of the policy (include any new legislation which prompted the policy or changes to the policy)?	Commissioned by Inverclyde Cultural partnership, the Strategy has been prepared in consultation with community groups and organisations with an interest in culture and heritage, as well as with Inverclyde's communities, to celebrate and promote our unique culture and heritage; to ensure it is available to all, and to provide the community, including our children and young people, with opportunities to engage, volunteer, and learn new skills.
7 What are the intended outcomes of the policy?	-To ensure that Inverclyde's heritage assets are well cared for,

	<p>looked after and protected;</p> <ul style="list-style-type: none"> -To identify and pursue opportunities that capitalise on underused and/or underappreciated heritage assets; -To improve perceptions and reshape attitudes towards heritage by encouraging local communities to “rediscover” their heritage on their terms; fostering positive relationships and a renewed sense of relevance; -To celebrate heritage at both a local and regional level; -To engage more people and a more diverse range of audiences in participating and volunteering in heritage, including young people, socially isolated older people and those unable to engage in heritage activity through economic circumstance and/or disability; -To sustain and create new opportunities for employment and skills development; -To develop and promote Inverclyde’s unique attributes creating a distinctive and authentic destination which appeals to both day trippers and overnight tourists; <p>To strengthen existing and create new partnerships with stakeholders who share our objectives;</p> <ul style="list-style-type: none"> -To maximise the use of current resources and capitalise on funding opportunities.
<p>8 Geographical area (Inverclyde wide or a specific location)</p>	<p>Inverclyde-wide.</p>
<p>9 Is the policy likely to have an impact on any of the elements of the Council equality duty (if yes, please tick as appropriate)?</p>	<ul style="list-style-type: none"> <input type="checkbox"/> Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010 <input checked="" type="checkbox"/> Advance equality of opportunity between people from different groups <input checked="" type="checkbox"/> Foster good relations between people from different groups
<p>10 Will those who may be directly or indirectly affected by this policy be involved in its development?</p>	<p>Yes – extensive public consultation and community engagement took place as part of the strategy development process and feedback from that process informed the development of the</p>

	<p>document. A total of around 800 individuals including representatives from heritage groups and organisations, local councillors, schools and youth groups and local residents have participated in our consultation programme sharing their views on the meaning, value and role of heritage in Inverclyde today and the opportunities moving forward.</p>
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SECTION 2 – Impact on Protected Characteristics

Which of the protected characteristics will the policy have an impact upon? (see guidance for examples of key considerations under each characteristic)

Protected Characteristic	Impact					Reason/Comments
	Positive High	Positive Low	Neutral	Negative High	Negative Low	
Age		X				Children and young people are a key target group for the Strategy. Watt Institution outreach programming will engage with under-represented audiences particularly young people and socially isolated older people.
Disability		X				Watt Institution outreach programming will engage with under-represented audiences particularly those unable to engage in heritage activity through economic circumstance and/or disability.
Gender reassignment			X			
Marriage and civil partnership			X			
Pregnancy and maternity			X			
Race			X			
Religion or belief			X			
Sex (male or female)			X			
Sexual orientation			X			

<p>Other groups to consider (please give details)</p>		<p>X</p>				<p>Strategy is aiming to increase heritage engagement amongst locals, including more diverse audiences currently prevented from participating due to actual and/or perceived socio-economic or cultural barriers.</p>
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SECTION 3 – Evidence

What evidence do you have to help identify any potential impacts of the policy? (Evidence could include: consultations, surveys, focus groups, interviews, projects, user feedback, complaints, officer knowledge and experience, equalities monitoring data, publications, research, reports, local, national groups.)

Evidence	Details
Consultation/Engagement (including any carried out while developing the policy)	Robust consultation carried out with Council Members and senior officers, stakeholder groups and Watt Institution staff. Public consultation across Inverclyde area and online. Approx. 800 people reached. Findings informed the development of the document and are summarised on p16 of the Strategy.
Research	Substantial desk-based research completed by consultants, summarised on pp6-15 of the Strategy.
Officer's knowledge and experience (including feedback from frontline staff).	Consultants were procured on the basis of their knowledge and experience of heritage strategies, engagement, and impact.
Equalities monitoring data.	Inverclyde Cultural Partnership has access to the Audience Agency's Area Profile Report which contains data, including equalities data, about the Inverclyde area.
User feedback (including complaints)	Any feedback on the Strategy would be monitored and responded to in line with Council guidelines.
Stakeholders	Prior to Strategy development, stakeholders were consulted as part of public consultation (see above). The Strategy will be implemented by the Inverclyde Cultural Partnership and ongoing evidence of impact will be

Other	monitored and reported to Inverclyde Alliance Board.
What information gaps are there?	None.

SECTION 4 – CONSEQUENCES OF ANALYSIS

What steps will you take in response to the findings of your analysis? Please select at least one of the following and give a brief explanation.		
1. Continue development with no changes	X	No negative impacts of the Strategy have been identified and there exist several positive impacts.
2. Continue development with minor alterations		
3. Continue development with major changes		
4. Discontinue development and consider alternatives (where relevant)		
How will the actual effect of the policy be monitored following implementation?		
<p>The impact of the Strategy will be monitored by the Inverclyde Cultural Partnership who are the group who are overseeing implementation. Additionally, the Inverclyde Alliance Board has a scrutiny role in the performance management of the Local Outcomes Improvement Plan 2017/22, with progress reports on the delivery of the Plan submitted to the Board on a quarterly basis.</p>		
When is the policy due to be implemented?		
2019-29.		
When will the policy be reviewed?		

All strategies, policies and procedures are reviewed on a rolling programme of no more than 3 years, in line with Council guidelines.

What resources are available for the implementation of this policy? Have these resources changed?

None, but a capacity building bid to the National Lottery Heritage Fund is envisaged early in the roll-out of the Strategy.

Name of Individual(s) who completed the Assessment

Name(s): Alison Nolan

Position: Team Leader – Libraries (formerly Heritage Outreach Officer)

Date: 06.03.20

Authorised by

Name: Alana Ward

Position: Libraries, Educational Development and Arts Manager

Date: 09.03.20

Please send a copy of all completed forms to Karen Barclay, Corporate Policy Officer at karen.barclay@inverclyde.gov.uk