

Equality Impact Assessment – Policy, Function or Strategy

This document should be completed when a new policy, function or strategy is introduced or when a substantive change to an existing policy, function or strategy is recommended. This will ensure equality considerations are taken into account before a decision is made and the policy, function or strategy can be altered, if required.

1. Policy, function or strategy		
a.	Name/description of the policy, function or strategy ¹	Inverclyde Arts & Creativity Strategy and Action Plan 2021-23
b.	Responsible organisation(s)/Lead Service	Cultural Services, Inverclyde Council
c.	Lead Officer	Alana Ward: Libraries, Education Development & Arts Manager
d.	Date of Impact Assessment	17.05.21
e.	Partners/other Services involved in the development of the policy, function or strategy	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. In particular, the Arts Sub Group of the Cultural Partnership were closely involved in its development.
f.	Is the policy, function or strategy?	<input checked="" type="checkbox"/> New
		<input type="checkbox"/> Reviewed/Revised

¹ Please attach details of the policy, function or strategy to this Template

g.	What is the purpose of the policy, function or strategy (include details of any new legislation which prompted the introduction of the policy, function or strategy or the substantive change to the policy, function or strategy)?	Commissioned by Inverclyde Place Partnership in 2017, the Arts & Creativity Strategy has been updated with a brand new Action Plan for 2021-23. The purpose of the Action Plan is to guide the development of arts activity in Inverclyde, particularly in the Covid-19 recovery period, and to enable easier measurement of progress against the objectives of the Strategy.	
h.	What are the intended outcomes of the policy, function or strategy?	<p>The Arts & Creativity Strategy is about the promotion, preservation and development of creativity in Inverclyde. The vision of a creative Inverclyde is one in which creativity across the area can be a driver for regeneration, communicate an innovative identity for Inverclyde, and achieve positive wellbeing for local people by being accessible to all. The priorities of the Strategy, and the Framework for the Action Plan are:</p> <ul style="list-style-type: none"> -Visibility + Value -Connectivity + Communication -Wellbeing -Regeneration + Employment -Confidence -Geography + Accessibility. 	
i.	Geographical area (Inverclyde-wide or a specific location)	Inverclyde-wide.	
j.	Which parts of the Equality Duty will the policy, function or strategy impact on?	<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 of different groups
		<input checked="" type="checkbox"/>	Foster good relations between people from different groups

k.	Will those who may be directly or indirectly affected by the policy, function or strategy be involved in its development?	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 Strategy. The journey involved on-street conversations and drop-ins at community venues across the Inverclyde area, workshops with local schools and pilot projects. 370 local people, artists, stakeholders and organisations have been directly engaged in conversation around the strengths and challenges that surround the impact of the arts in Inverclyde.
----	---	--

2. Does the policy, function of strategy impact on:		
	Yes	No
a. Protected Characteristics under The Equality Act 2010: Age; Disability; Gender Reassignment; Pregnancy and Maternity; Race; Religion and Belief; Sex; Sexual Orientation (see Section 3)	X	
b. Reducing inequalities of outcome caused by socio-economic disadvantage – Fairer Scotland Duty ² (see Section 6)	X	
c. Local Outcomes Improvement Plan (LOIP) 2017/22 ³ (see Section 7)	X	
d. Corporate Plan 2018/22 ⁴ (see Section 8)	X	
3. If ‘Yes’ is selected for any part of Section 2, please populate the other relevant Sections of this Template.		
4. If ‘No’ is selected for every part of Section 2, please state the reasons for this.		

² [Fairer Scotland Duty: interim guidance for public bodies](#)

³ [Local Outcomes Improvement Plan 2017/22](#)

⁴ [Corporate Plan 2018/22](#) (agenda item 5)

Please sign below and email a copy of this Template to Karen Barclay, Corporate Policy Officer: karen.barclay@inverclyde.gov.uk.

Signature:

Date:

3. Impact – Protected Characteristics

Which of the Protected Characteristics will the policy, function or strategy have an impact upon?

Protected Characteristic	Impact				Reasons/Comments
	Positive High	Low	Neutral	Negative High	
Age	X				<p>Several projects within the Action Plan focus specifically on young people, including Open Studio project, creative industries focus group and training/opportunities; arts work with schools; clowning & puppetry workshops.</p> <p>There will also be further consultation with young people in the delivery of the Action Plan.</p>
Disability		X			<p>One of the foci of the Culture Collective programme is good mental health and several projects support this e.g. Creativity in Mind (pilot arts mental health project) Inside Out (green spaces/ mental health/ intergenerational/ regeneration project).</p> <p>There will also be further research/consultation on arts impact on health and wellbeing in the delivery of the Action Plan.</p>

Gender Reassignment			X			
Pregnancy and maternity			X			
Race			X			
Religion and belief			X			
Sex			X			
Sexual orientation			X			
Other groups to consider		X				<p>Strategy is aiming to increase arts engagement amongst local people, including more diverse audiences currently prevented from participating due to <u>actual and/or perceived socio-economic or cultural barriers</u>.</p> <p>Several projects designed to increase <u>employment</u> opportunities including Culture Collective in which 21 projects will create 40 paid arts opportunities.</p> <p>One of the Culture Collective projects includes opportunities to take part in street theatre performances for <u>carers</u>, working with Inverclyde Carers Centre.</p>
		X				

4. Which parts of the Equality Duty will the policy, function or strategy have an impact upon?	
<input type="checkbox"/>	Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
X	Advance equality of opportunity between people from different groups
X	Foster good relations between people from different groups

5. Impact – groups	
From the information you have highlighted above, describe the positive and negative impacts and the groups affected under The Equality Act 2010.	
Positive impacts + <i>(Describe groups affected.)</i>	Negative impacts - <i>(Describe groups affected.)</i>
<p><u>People with low arts engagement</u>: Strategy is aiming to increase arts engagement amongst local people, including more diverse audiences currently prevented from participating due to actual and/or perceived socio-economic or cultural barriers.</p> <p><u>Freelance arts/creative practitioners</u>: Culture Collective project contains 40 paid opportunities for this group.</p>	n/a

Carers – one of the Culture Collective projects includes opportunities to take part in street theatre performances for carers, working with Inverclyde Carers Centre.

6. Impact – Fairer Scotland Duty

What impact will this policy, function or strategy have on reducing inequalities of outcome caused by socio-economic disadvantage?

Positive impact +	Neutral impact =	Negative impact -
X		
<p>Briefly describe how the policy, function or strategy will impact on reducing inequalities of outcome.</p> <p>In 2019, a report by University College London (UCL) and the World Health Organisation (WHO) found that engaging in artistic activities can reduce social inequalities and encourage healthy behaviours. The world’s largest review of health benefits of the arts, the paper reviews 3,000 studies and highlights the importance of involving the arts sector in health delivery and health policy. Engagement with the arts was found to affect social determinants of health, improving social cohesion and reducing social inequalities. Crucially, the arts can support the prevention of illness and promotion of good health.</p> <p>The Arts Strategy and Action Plan contains specific projects which aim to improve health and wellbeing, in particular mental health; regeneration; and to address real and perceived barriers to access and low arts engagement. The Culture Collective programme has a substantial access budget to overcome barriers to access where possible, for example by using adaptive technology, supporting childcare costs etc. Much of the arts activity will take place in communities across Inverclyde, rather than concentrating arts efforts just in Greenock town centre, to further improve inequality of access.</p> <p>The Strategy and Action Plan also contributes to local employability, with the Culture Collective programme in particular providing 21 opportunities for paid employment.</p>		

7. Impact – LOIP 2017/22

Which Priority/Priorities from the LOIP 2017/22 will this policy, function or strategy impact on?

<input type="checkbox"/>	1. Population: Inverclyde's population will be stable and sustainable with an appropriate balance of socio - economic groups that is conducive to local economic prosperity and longer term population growth
<input checked="" type="checkbox"/>	2. Inequalities: There will be low levels of poverty and deprivation and the gap between the richest and poorest members of our communities will be reduced (This may already have been highlighted at Section 6.)
<input checked="" type="checkbox"/>	3. Environment, culture and heritage: Inverclyde's environment, culture and heritage will be protected and enhanced to create a better place for all Inverclyde residents and an attractive place in which to live, work and visit

Briefly describe how the policy, function or strategy will impact on the LOIP Priority/Priorities.

Please see section 6 above for examples of how the Arts Strategy and Action Plan will impact on inequalities.

The Strategy and Action Plan provides a measurable framework for arts activity in Inverclyde; the action plan outlines and drives forward specific priorities over a 2 year period which will demonstrably enhance Inverclyde's cultural offer and it's aspiration to be a 'creative place' and therefore a more attractive place in which to live, work and visit.

8. Impact – Corporate Plan 2018/22

Which Priority/Priorities from the Corporate Plan 2018/22 will the policy, function or strategy impact on?

<input checked="" type="checkbox"/>	1. To promote Inverclyde, to both residents and visitors alike, as a great place to live, work and visit
<input type="checkbox"/>	2. To work collaboratively, to enable strong, connected and empowered communities, particularly in areas of deprivation, so that residents have influence and control over the things that matter to them
<input checked="" type="checkbox"/>	3. To grow the local economy in a way that creates opportunities for all our residents, including access to good quality jobs

<input type="checkbox"/>	4. To reduce the prevalence of poverty and, in particular, child poverty in our communities
<input type="checkbox"/>	5. To safeguard, support and meet the needs of our most vulnerable families and residents
<input checked="" type="checkbox"/>	6. To improve the health and wellbeing of residents so that people live well, and for longer
<input type="checkbox"/>	7. To protect and enhance our natural and built environment
<input checked="" type="checkbox"/>	8. To preserve, nurture and promote Inverclyde's unique culture and heritage
<input type="checkbox"/>	9. To deliver services that are responsive to community needs and are underpinned by a culture of innovation, continuous improvement and effective management of resources
<input type="checkbox"/>	10. To develop motivated, trained and qualified employees who deliver quality services that meet current and anticipated service needs

Briefly describe how the policy, function or strategy will impact on the Corporate Plan Priority/Priorities.

Arts and culture are useful ways to raise the profile of Inverclyde, can attract people to visit the area, and can improve perceptions of place and civic pride in local residents.

The Arts Strategy and Action Plan, through the Culture Collective programme, contains a number of high quality paid employment opportunities.

It is recognised that arts activity and engagement affect social determinants of health, improving social cohesion and reducing social inequalities. Crucially, the arts can support the prevention of illness and promotion of good health.

The Arts Strategy and Action Plan provides a measurable framework for arts activity in Inverclyde; the action plan outlines and drives forward specific priorities over a 2 year period which will demonstrably enhance Inverclyde's cultural offer.

9. Evidence

What evidence do you have to help identify any potential impacts of the policy, function or strategy?

Note: Evidence could include information from consultations, surveys, the Citizens' Panel, focus groups, interviews, projects, user feedback, complaints, Officers' knowledge and experience, equalities monitoring data, publications, research, reports, and local and national groups.

Evidence	Details
Consultation/Engagement (including any carried out while developing the policy, function or strategy)	Public consultation across Inverclyde area and online. The journey involved on-street conversations and drop-ins at community venues across the Inverclyde area, workshops with local schools and pilot projects. 370 local people, artists, stakeholders and organisations have been directly engaged in conversation around the strengths and challenges that surround the impact of the arts in Inverclyde.
Research	Substantial desk-based research completed by consultants, by the Arts Co-ordinator in compiling the Action Plan, and further research planned as part of Culture Collective activity.
Officers' knowledge and experience (including feedback from frontline staff)	Consultants were procured on the basis of their knowledge and experience of arts strategies, engagement, and impact. Arts Co-ordinator and Arts Sub Group members have a wealth of experience in arts programming and development.
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. Each partner monitors their own equalities data and ICP Outcome Delivery Plan contains an objective to mutually support members to develop their equality and diversity practice.
User feedback (including complaints)	Any feedback on the Strategy would be monitored and responded to in line with Council guidelines.

Stakeholders Other	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 monitored and reported to Inverclyde Alliance Board.
Are there information gaps and, if so, what are these?	More information required on the impact of arts on health and wellbeing; this is a research project funded within the Action Plan.

10. 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 provide a brief explanation.

a.	Continue development with no changes	<input checked="" type="checkbox"/>	No negative impacts of the Strategy have been identified and there exist several positive impacts.
b.	Continue development with minor alterations	<input type="checkbox"/>	
c.	Continue development with major changes	<input type="checkbox"/>	
d.	Discontinue development and consider alternatives (where relevant)	<input type="checkbox"/>	

How will the effect of the policy, function or strategy be monitored following implementation?

The impact of the Strategy will be monitored by the Inverclyde Cultural Partnership who are the group 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.

When is the policy, function or strategy due to be implemented?

2021-23

When will the policy, function or strategy 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 the policy, function or strategy? Have these resources changed?

Culture Collective and Create:Networks are funded (Creative Scotland) projects within the Action Plan. Points in the Action Plan which are currently unfunded will be the subject of further funding bids in due course.

11. Please use the space below to detail any other matters arising from the Equality Impact Assessment process, including what action could be taken to mitigate the impact of the policy, function or strategy.

n/a

Details of the Person(s) who completed the Assessment:

Name:	Alison Nolan
Position:	Team Leader - Libraries
Date:	09.08.21
Authorised by:	
Name:	Alana Ward
Position:	Libraries, Educational Development and Arts Manager
Date:	09.08.21

Thank you for your assistance with the completion of this task.

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