



Equality Impact Assessment

The Council has a duty to consider the needs and requirements of the community who are affected by our policies and procedures. This checklist has been developed to ensure that relevant groups are neither directly or indirectly discriminated against in the planning and delivery of Council services in compliance with legislation and good practice.

An impact assessment is a systematic way of finding out the impact of a policy or proposed policy on different groups. Officers are required to identify the likely outcomes/impacts that may result from introducing a policy/procedure.

Examples of groups that can be disadvantaged if their specific needs are not considered are women/parents/carers, people from different ethnic minorities, people with disabilities/impairments and Welsh speakers.

How should you assess impact?

1. Identifying the objectives of your policy and how it will work
2. Examining the data and research available
3. Assessing the likely impact on equality
4. Consulting people who are likely to be affected by your policy
5. Making arrangements to monitor and review your policy and its impact
6. Publishing the results of the assessment

It is the responsibility of the Head of Service or Operational Manager responsible for each policy to ensure that an assessment has been completed for the policy identified.

The form should be completed electronically and returned to the Equalities Section :

LJBrown@valeofglamorgan.gov.uk

If you have any queries, telephone: 01446 709362

Policy/practice title: Arts Strategy

Who is responsible for developing and implementing the policy/practice?

Name: Tracey Harding	Job Title: Arts Development Manger
Directorate: Chief Executives Department	Division: Communications & Policy
Assessment Date:	

1. Objectives

What are the objectives of the policy/practice being developed or reviewed?

To achieve this vision, the Council will:

- Support a variety of art forms and areas of arts activity, to cater for many tastes and interests.
- Ensure that provision for the arts caters for individuals of all ages and backgrounds, and reflects the diverse language, culture and interest of Vale residents.
- Promote arts activity in the Vale through improved branding and marketing.
- Promote active participation in artistic activity through the provision and support of workshops and events.
- Promote the use of community venues for participatory community arts opportunities.
- Identify opportunities to promote tourism and improve the local environment.
- Work in partnership with arts organisations to promote coordination, skill sharing and joint marketing in order to extend the arts opportunities available.
- Promote excellence in existing arts venues by collaborating and by providing support to key venues and organisations.
- Introduce new ventures, events and art forms.
- Raise the profile of the arts in the Vale locally, regionally and nationally through the promotion of the unique arts activity and the creation of new opportunities.

2. Background data:

Who is intended to benefit from this policy/practice?	Please <input checked="" type="checkbox"/>
All residents of the Vale of Glamorgan	<input checked="" type="checkbox"/>
Internal departments (please state): Chief Executives Cabinet office, Members, Equalities, Communications. Leisure & Tourism, Sports & Play Development, Economic Development –Section 106, Learning & Development – Libraries, Schools, Adult Education, Youth Services, CYPP. Visible Services parks and open spaces, Social Services – young people's projects. Legal – Information benefits	<input checked="" type="checkbox"/>
Customers/residents in a specific geographical location:- Vale wide arts service.	<input checked="" type="checkbox"/>
Specific customers (age, gender, etc.) Please identify: People over 65 dementia related illnesses and resultant residential needs. Arts programmes operating in residential homes and hospitals – e.g. Live Music Now! Wales, Music in Hospitals, Public Art Workshop, other participatory arts workshops. All individual age ranges and genders are targeted appropriately to the arts activities and include Individuals, families and young people.	<input checked="" type="checkbox"/>

<p>Other: We target customers that are young offenders, cultural activity targeting specific communities e.g. Chinese New Year workshops & Exhibition.</p> <p>Please specify:</p> <p>What research or baseline information do you have about how your service is used by various groups of people?</p> <p>Visitor book comments at Art Central Gallery Feedback information of participatory figures for projects and workshops Questionnaires.</p>	
<p><u>The Arts in Wales Survey 2010 - Arts Council of Wales</u> (Launched 21st October 2010)</p> <p><u>Vale of Glamorgan – Arts in Wales 2010 Survey Data</u></p> <h3>Introduction and Background to the Survey</h3> <p>In 2009-10, the Arts Council of Wales commissioned a large scale population survey to measure arts attendance and participation and to gauge attitudes towards the arts. This was a follow-up survey to the 2005 Arts in Wales survey.</p> <p>The main objectives of the Arts in Wales 2010 survey were to measure:</p> <ul style="list-style-type: none"> • public attitudes towards and engagement with the arts (attendance and participation); • perceptions of the Arts Council of Wales; • attitudes towards the funding of the arts in Wales; • motivations and barriers to arts attendance and participation. <h3>Method</h3> <p>Interviews were undertaken with 7,323 adults resident in Wales (aged 16 and over) between June 2009 and the start of February 2010 using an in-home CAPI (Computer Assisted Personal Interviewing) methodology.</p> <p>Fieldwork was split into three periods to capture any seasonality in arts attendance and participation and to correspond with the fieldwork periods in the 2005 survey.</p> <p>Around 300 interviews were undertaken in each of Wales' 22 Local Authorities, and 240 'booster' interviews were undertaken to ensure representation of members of black and minority ethnic groups.</p> <p>Results have been weighted at the analysis stage to ensure that they are representative of the Welsh adult population as a whole.</p>	

Key Findings for Vale of Glamorgan

The following findings all focus on the Local Authority area of Vale of Glamorgan making comparisons, where relevant, to Wales as a whole:

Attendance:

- There are high levels of attendance in the Vale of Glamorgan area with 90% of people attending arts events once a year or more. This is above the national average which currently stands at 86%.
- When comparing attendance levels between 2005 and 2010 a consistent list of art forms used in both surveys are focused upon which shows that attendance levels have actually increased by 12 percentage points since 2005 when 77% attended once a year or more to 89%ⁱ in 2010.

The table below shows the attendance breakdown for the whole of Wales as well as a comparison with the Vale of Glamorgan area:

	Attendance* (All Wales)		Attendance (Vale of Glamorgan)*	
	%	Base	%	Base
All Wales	86%	7,083	90%	286
BME	83%	348	Sample size too small	-
Male	85%	3,404	86%	132
Female	88%	3,679	93%	154
Disabled	71%	1,488	79%	64
Speaks Welsh (any)	88%	1,477	Sample size too small	-
16-24 years old	96%	994	Sample size too small	-
55-64 years old	84%	1,216	Sample size too small	-
65-74 years old	81%	885	Sample size too small	-
75 years old +	60%	692	Sample size too small	-
ABC1	93%	3,067	94%	151
C2DE	81%	4,016	85%	135
Community first Area	86%	2,564	95%	53

*Once a year or more

Participation

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- 50% of people in Vale of Glamorgan take part in arts activities once a year or more, which is above the national average of 39%
- Comparing participation levels between 2005 and 2010, when the consistent list of art forms are focused upon it shows that participation levels have more than double from 20% in 2005 to 50% in 2010.

The table below shows the participation breakdown for the whole of Wales as well as a comparison with the Vale of Glamorgan area:

	Participation* (All Wales)		Participation (Vale of Glamorgan)*	
	%	Base	%	Base
Overall Participation Rate	39%	7,083	50%	286
BME	43%	348	Sample size too small	-
Male	36%	3,404	43%	132
Female	42%	3,679	57%	154
Disabled	34%	1,488	49%	64
Speaks Welsh (any)	45%	1,477	Sample size too small	-
16-24 years old	48%	994	Sample size too small	-
55-64 years old	39%	1,216	Sample size too small	-
65-74 years old	39%	885	Sample size too small	-
75 years old +	32%	692	Sample size too small	-
ABC1	47%	3,067	54%	151
C2DE	33%	4,016	47%	135
Community first Area	38%	2,564	40%	53

*Once a year or more

(Source: The Arts in Wales Survey 2010, Arts Council of Wales).

The Arts in Wales survey was undertaken by TNS research international for Arts Council Wales.

3. Gender

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Will the policy/practice have a **negative impact** directly or indirectly on different genders? **N/a**

Please ✓	Yes	No
Women		
Men		

Will the policy/practice have a **positive impact** directly or indirectly on different genders?

Please ✓	Yes	No
Women	✓	
Men	✓	

Please give details of the negative impact? -

N/a

Please give details of the positive impact?

The practice encompasses all art forms and activities / events / exhibitions for all age's genders religions etc.

What action(s) can you take to mitigate the negative impact? -

N/a

What action(s) can you take to have a more positive impact?

Develop Monitoring processes to gather information regarding art service users.

What supporting evidence do you have?

Visitor comments books – responses to project workshops and audience responses – form users.

Number of visitors who have signed comments the Visitor book at Art Central Gallery by Gender October 2009 – August 2010:-

- Adult - Female 398 / Male 214
- Children - Female 74 / Male 23

We run an annual Women's Arts Association exhibition that includes women's artists from all over Wales submitting art works for exhibition – usually between 70 - 90 artists.

4. Race

People from different black and minority ethnic communities may use Council services differently (for example will women from certain minority communities use the Council's swimming pool more often if same sex swimming arrangements are in place).

Will the policy/practice have a **negative impact** on the following groups?

Please ✓	Yes	No
Black and minority ethnic population		✓
Economic migrants		✓
Asylum seekers and refugees		✓

Will the policy/practice have a **positive impact** on the following groups?

Please ✓	Yes	No
Black and minority ethnic population	✓	
Economic migrants	✓	
Asylum seekers and refugees	✓	

Please give details of the negative impact? –
N/a
Please give details of the positive impact?
The above identified groups are able to access the councils arts facilities e.g. Art Central as there is no charge for entry. Exhibitions are varied and can include the sectors art work if required. Workshops are open to all age appropriate.
What action(s) can you take to mitigate the negative impact?
N/a
What action(s) can you take to have a more positive impact?
Monitor attendance at Art Central and participatory arts workshops and events by consulting with the community.
What supporting evidence do you have?
We already programme exhibitions that address other cultures e.g. Black History Month, the annual - Holocaust Memorial Exhibitions. We are also working with an artist from Poland to exhibit his work in the near future at Art Central.

5. Disability

Will the policy/practice have a **negative impact** on people with disabilities?

Disability: please ✓	Yes	No
Visually impaired		✓
Hearing impairment		✓
Physically disabled		✓
Learning disability		✓
Mental health problem		✓
Other:		

Will the policy/practice have a **positive impact** on people with disabilities e.g. will services be more accessible?

Disability: please ✓	Yes	No
Visually impaired	✓	
Hearing impairment	✓	
Physically disabled	✓	
Learning disability	✓	
Mental health problem	✓	
Other: Dyslexia	✓	

Please give details of the negative impact?
N/a

Please give details of the positive impact?

The policy targets all arts activity for all abilities with programmes that specifically address those with disabilities into integrated workshops e.g. Bombastic Dance and Physical Theatre company who receive grant funding from the Council work with young children age 7 years and below often working with Palmeston School to devise and develop their productions. The productions produced by Bombastic are non verbal, very visual interactive and physical and do in their activity challenge the listed disabilities to create a production and workshops that all can participate in. Candoco Dance Company have worked in the Vale – As a company they are made up of disabled dancers including physically, hearing, and other impairments they are able to work with children and adults to develop skills in dance but also interaction socialisation etc no matter what the disability of performer and the participant.

We often have visitors to Art Central with both visible and invisible disabilities. We also work with disabled artist. Integrated performance and Dance workshops a project working with sports disability and arts development integrating disabled and able bodied young people in dance workshops together. This project included working with care workers to enable some of the participants to take part in the project – which was met with enthusiasm and acceptance from the majority of participants.

All documents are translated in to the Welsh language. Upon request documents can be translated in to accessible formats by way of reasonable adjustments.

The 2001 census showed that in Wales and England there are 9.5million people 18.2% say they have along term illness or disability limiting their daily activity and work they can do. 4.3Million are aged between 16 & 64 years. – Moving Beyond, An arts Disability strategy For Wales – Arts Council of Wales.

What action(s) can you take to mitigate the negative impact?

N/a

What action(s) can you take to have a more positive impact?

Monitoring of users at exhibitions events and workshops.

What supporting evidence do you have?

Bombastic, CD's, Statistical information – over 900 young people participated in the workshop in schools by Bombastic including a minimum of 30 children form Palmeston School.

Integrated project – approx twelve disabled and twelve able children and young people.

6. Welsh language

Will the policy/practice have a **negative impact** on the Welsh language?

Please ✓	Yes	No
		✓

Will the policy/practice provide a **positive impact** on the Welsh language, in accordance with the Council's Welsh Language Scheme, e.g. translation of documents, Welsh speaking member of staff, bilingual automated telephone system, bilingual forms, etc.?

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Please ✓	Yes	No
	✓	

Please give details of the negative impact?

N/a

Please give details of the positive impact?

All arts materials are produced bilingually for all Council art activities, as required, according to the Council's Welsh Language Scheme prepared under the Welsh Language Act 1993. Documents are translated into the Welsh language and produced bilingually for advertising, marketing, promotional material, corporate identity, logos, signage and exhibitions. External arts organisations are encouraged to produce promotional materials and exhibitions bilingually.

What action(s) can you take to mitigate the negative impact?

Welsh Speaking Art Tutors are not always available in all art forms however, but will be sought where required and possible.

What action(s) can you take to have a more positive impact?

Ensure documents are translated and that marketing materials are reproduced bilingually.

What supporting evidence do you have?

Copies of Marketing Materials produced for exhibitions and projects.

7. Age

Will the policy/practice have a **negative impact** for younger/older people?

Please ✓	Yes	No
Under 25 years		✓
Over 50 years		

Will the policy/practice provide a **positive impact** for younger/older people?

Please ✓	Yes	No
Under 25 years	✓	
Over 50 years	✓	

Please give details of the negative impact?

N/a

Please give details of the positive impact?

The Strategy for the arts and the actions developing from this are targeting all ages.

What action(s) can you take to mitigate the negative impact?

N/a

What action(s) can you take to have a more positive impact?

Address some of the ways in which young people communicate by targeting social network groups including Swoosh! - (A web guide to Information, News and Advice for young people in the Vale of Glamorgan) Arts activities for young people are targeted through schools, youth services and other Council facilities e.g. libraries and leisure centres etc. Older people - we have worked with age concern, residential homes etc to provide information to this community. Local press is targeted to achieve greater awareness as well as internal mailing systems etc.

What supporting evidence do you have?

Exhibitions I the gallery attract all ages and we have over 12 visitor books with comments about exhibitions from all ages. Some of the exhibitions we have may attract older people e.g. HMD and Women's arts and Victorian Gadgets some cross ages e.g. Barry College end of year exhibition foundation phase, Higher National Diploma art students families and general visitors and younger age ranges / families e.g. Dr Seuss exhibition targeting every child in every school in the vale of Glamorgan with specific marketing materials, YOS arts painting workshops and exhibition for 15 – 25 years.

As mentioned, Bombastic, Statistical information – over 900 young people participated in the workshop in schools by Bombastic including a minimum of 30 children form Palmeston School.

Night-Out theatre is offered to communities in the Vale – this activity enables the community to access affordable theatre activity subsidised by the Council and the Arts Council of Wales. All ages can access this activity as the scheme offers family and adult arts programmes.

8. Religion and belief

Will the policy/practice provide a **negative impact** for people with different religions or beliefs?

Religion/belief: please ✓	Yes	No
		✓

Will the policy provide a **positive impact** for people with different religions or beliefs?

Religion/belief: please ✓	Yes	No
	✓	

Please give details of the negative impact?

N/a

Please give details of the positive impact?

We have challenged and provided exhibitions that have encompassed religion and belief. Workings with specific groups and organisations exhibitions have included many religions such as the Christian, Catholic, Muslim, Jewish, and others.

What action(s) can you take to mitigate the negative impact?

Provide positive activity that embraces all

What action(s) can you take to have a more positive impact?

Further information can be gathered and monitored to ensure we are attracting users from a variety of religious backgrounds and beliefs.

What supporting evidence do you have?

Exhibition comments from the four HMD exhibitions held at arts central and also the same for exhibitions in collaboration with Race equality first.

9. Sexual orientation

Will the policy provide a **negative impact** for gay men/lesbians/bisexuals

Sexual orientation: please ✓	Yes	No
Gay men/lesbians/bisexuals		✓

Will the policy provide a **positive impact** for gay men/lesbians/bisexuals?

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Sexual orientation: please ✓	Yes	No
Gay men/lesbians/bisexuals		✓

Please give details of the negative impact?
N/a
Please give details of the positive impact?
Arts Programmes operated in the Vale are inclusive.
What action(s) can you take to mitigate the negative impact?
N/a
What action(s) can you take to have a more positive impact?
Aim to monitor and target through specific marketing these groups.
What supporting evidence do you have?
We have employed artists who would be identified as being in this category.

10. Consultation

What arrangements have been made to consult with:

- men/women/parents/carers
- the black and minority ethnic community (including asylum seekers, refugees, economic migrants)
- people with disabilities / impairments (sensory, physical, learning, medical etc)
- the Welsh speaking community
- other 'hard to reach' or vulnerable groups (e.g. young/older people, low income families)

Consultation activities that have taken place (include the method of consultation e.g. focus group, survey, public meeting, citizens panel, etc.)
We have undertaken consultation with appropriate permissions as required through:- questionnaires, video film, observation, through discussion and talking to customers The Arts Council for Night out theatre feed back forms for users Advisory Panels for Public Art Project and Arts Forums are set up General questionnaires about the arts have been utilised however they have not necessarily been based on equality requirements. Electronic / Web questionnaires Visitor Comments books Consultation with equality stakeholders such as CVCMP (Cardiff & Vale Coalition of Disabled People) and REF (Race Equality First) etc.
Who was consulted?
Children, young people, adults, organisations individuals groups.- all ages – abilities etc.
How have the results of the consultation been implemented?
These are more general informative/soft consultations /feedback e.g. did you enjoy the arts activity etc as opposed to consultations that have a specific impact and require implementation.

11. Monitoring

How will you monitor the impact of this policy on service users?

Future Monitoring of specific statistical information.

Future consultation will target those who provide contact details in the Art Central Visitors Book.

What monitoring data will you collect (number of people with a disability, black and minority ethnic communities, women/men, Welsh speakers, etc.)?

Number of people with a disability, black and minority ethnic communities, women/men, young people, Welsh speakers and identify any gaps in arts provision, activity, workshops, monthly attendance figures, etc. with consultative analysis taking place annually.

Publication of policy

How will you publish and publicise the policy to ensure equality of access to this information (including raising awareness with minority groups, publishing information in accessible formats, etc.)?

Details:

The Art Strategy has already been circulated for public consultation. To raise further awareness of the document and arts activity in the area and further afield we will work with targeted groups such as Race Equality First and other targeted organisations to address issues of communication and marketing of the arts to the aforementioned groups.

12. Further action

Any recommendations for action that you plan to take as a result of this impact assessment (listed in the sections above) should be included in your Team Plan or Departmental Service Plan.

13. Completed Impact Assessments:

Email a copy of this form to the Corporate Equalities Officer. Completed forms will be published on the Council's website.

14. Authorisation

(This form should be authorised by the relevant Head of Service or Operational Manager for the department).

Approved by (name):	Date:
Designation:	

ⁱ This is the figure based on only the consistent art forms asked about in both surveys.