

## Equality Impact Assessment Template – Stage Two

<b>Name of item being assessed:</b>	Budget Proposals 16/17 Phase Two: Theatres
<b>Version and release date of item (if applicable):</b>	V1
<b>Owner of item being assessed:</b>	Paul James
<b>Name of assessor:</b>	Paul James
<b>Date of assessment:</b>	09/03/2016
<b>Date Stage 1 EIA completed:</b>	05/02/2016

### STEP 1 – Scoping the Equality Impact Assessment

**1. What data, research and other evidence or information is available which will be relevant to this Equality Analysis? Please tick all that apply.**

Service Targets		Performance Targets	
User Satisfaction		Service Take-up	
Workforce Monitoring		Press Coverage	
Complaints & Comments		Census Data	
Information from Trade Union		Community Intelligence	
Previous Equality Impact Analysis		Staff Survey	
Other (please specify) Phase 2 budget proposals consultation responses			x

**2. Please provide details on how you have used the available evidence, information you have selected as part of your Impact Assessment?**

We have taken the views of all respondents into account and determined whether:

- the responses indicate that the proposal should not proceed.
- reasonable amendments could be made to the proposal
- any mitigation could be proposed to alleviate some of the impact of the proposal
- there are any equalities issues which have emerged as a result of the consultation, which need to be considered

**3. If you have identified any gaps in relation to the above question, please detail what additional research or data is required to fill these gaps? Have you considered commissioning new data or research? If 'No' please proceed to Step 2.**

As a result we have identified the following concerns which are relevant to Equalities:

- Age and Disability – concerns about the impact on children and older people who benefit from the education and outreach programmes of the Watermill Theatre and the Corn

**STEP 2 – Involvement and Consultation**

**1. Please use the table below to outline any previous involvement or consultation with the appropriate target groups of people who are most likely to be affected or interested in this policy, strategy, function or service**

<b>Target Groups</b>	<b>Describe what you did, with a brief summary of the responses gained and links to relevant documents, as well as any actions</b>
<b>Age</b> – relates to all ages	<ul style="list-style-type: none"> <li>• We reviewed the 3224 responses to the public consultation to understand the possible impacts on equalities.</li> <li>• The budget proposal is likely to reduce the education and outreach programmes of the Watermill Theatre and the Corn Exchange.</li> <li>• However, it is not known to what extent the proposal will reduce these programmes and therefore how much provision will remain and be accessible for residents of West Berkshire.</li> </ul>
<b>Disability</b> - applies to a range of people that have a condition (physical or mental) which has a significant and long-term adverse effect on their ability to carry out 'normal' day-to-day activities. This protection also applies to people that have been diagnosed with a progressive illness such as HIV or cancer.	<ul style="list-style-type: none"> <li>• We reviewed the 3224 responses to the public consultation to understand the possible impacts on equalities.</li> <li>• The budget proposal is likely to reduce the education and outreach programmes of the Watermill Theatre and the Corn Exchange, some of which are aimed at people with disabilities and progressive conditions such as dementia.</li> <li>• However, it is not known to what extent the proposal will reduce these programmes and therefore how much provision will remain and be accessible for residents of West Berkshire.</li> </ul>
<b>Gender reassignment</b> - definition has been expanded to include people who chose to live in the opposite gender to the gender assigned to them at birth by removing the previously legal requirement for them to undergo medical supervision.	There should be no greater impact on this group than on any other.
<b>Marriage and Civil partnership</b> – .protects employees who are married or in a civil partnership against discrimination. Single people are not protected.	There should be no greater impact on this group than on any other.
<b>Pregnancy and Maternity</b> - protects against discrimination. With regard to employment, the woman is protected during the	There should be no greater impact on this group than on any other.

period of her pregnancy and any statutory maternity leave to which she is entitled. It is also unlawful to discriminate against women breastfeeding in a public place	
<b>Race</b> - includes colour, caste, ethnic / national origin or nationality.	There should be no greater impact on this group than on any other.
<b>Religion and Belief</b> - covers any religion, religious or non-religious beliefs. Also includes philosophical belief or non-belief. To be protected, a belief must satisfy various criteria, including that it is a weighty and substantial aspect of human life and behaviour.	There should be no greater impact on this group than on any other.
<b>Sex</b> - applies to male or female.	There should be no greater impact on this group than on any other.
<b>Sexual Orientation</b> - protects lesbian, gay, bi-sexual and heterosexual people.	There should be no greater impact on this group than on any other.

## 2. Who are the main stakeholders and what are their requirements?

Respondents were supportive of the Corn Exchange and Watermill's programmes of educational and developmental activities for children, young people, older people and those with disabilities. The feedback draws particular attention to their requirement to have access to a range of cultural activities which are important for their well-being and self-confidence and sense of personal identity.

## 3. Amongst the identified groups in the previous question, what does your information tell you about the potential take-up of resulting services?

The Corn Exchange and Watermill Theatre's outreach programmes involves 6200 school children a year.

The Corn Exchange works with 1800 older people a year – for example with their activities for people with dementia.

### STEP 3 – Assessing Impact and Strengthening the Policy

**What will be done to improve access to and take-up of, or understanding of the policy, strategy, function or service?** (these are the measures you will take to mitigate against adverse impact)

We believe the most likely outcome of the proposal will be a reduction in the education and outreach programmes of both the Corn Exchange and the Watermill theatre.

However it is not possible to measure the impact of the proposal in relation to equality until further work is done to understand the reductions in service caused by the proposal to reduce funding.

### STEP 4 – Procurement and Partnerships

**Is this project due to be carried out wholly or partly by contractors?**    *yes*

**If ‘yes’, have you done any work to include equality considerations into the contract already? Specifically you should set out how you will make sure that any partner you work with complies with equality legislation.**

Equality considerations are part of the service level agreements with both organisations.

Both organisations comply with equality legislation.

### STEP 5 – Making a Decision

**Summarise your findings and give an overview of whether the policy, strategy, function or service will meet the authority’s responsibilities in relation to equality and support the Council’s strategic outcomes?**

We have considered the views of respondents and considered the impact of the proposal in relation to equality. We have considered whether the proposal could lead to actual or potential discrimination, and have considered whether the mitigation we have proposed is sufficient.

However it is not possible to measure the impact of the proposal in relation to equality until further work is done to understand the reductions in service caused by the proposal to reduce funding.

### STEP 6 – Monitoring, Evaluating and Reviewing

**Before finalising your action plan, you must identify how you will monitor the policy/function or the proposals following the Equality Impact Assessment and include any changes of proposals you are making.**

**What structures are in place to monitor and review the impact and effectiveness of the new policy, strategy, function or service?**

Further meetings are needed with both organisations to explore the impacts of the proposal.

### STEP 7 – Action Plan

**Any actions identified as an outcome of going through Steps 1-6 should be mapped against the headings within the Action Plan. You should also summarise actions taken to mitigate against adverse impact.**

	<b>Actions</b>	<b>Target Date</b>	<b>Responsible post holder &amp; directorate</b>
<b>Involvement &amp; consultation</b>	Further meetings with Watermill Theatre, Corn Exchange and Arts Council England	TBC	Paul James, Culture Manager

### **STEP 8 – Sign Off**

**The policy, strategy or function has been fully assessed in relation to its potential effects on equality and all relevant concerns have been addressed.**

<b>Assessor</b>		
<b>Name: Paul James</b>	<b>Job Title: Culture Manager</b>	<b>Date: 09/03/2016</b>

<b>Service Director or Senior Officer (sign off)</b>		
<b>Name: Steve Broughton</b>	<b>Job Title: Head of Culture &amp; Environmental Protection</b>	<b>Date: 09/03/2016</b>

Please email a copy of the EIA to Rachel Craggs, Principal Policy Officer (Equality & Diversity): [Rachel.craggs@westberks.gov.uk](mailto:Rachel.craggs@westberks.gov.uk)