

Equalities Impact Assessment Part 1: Quick Screening Tool

This tool is designed to offer a quick screening (20-40 mins) approach to your project, service or strategy (project). This will help to identify Relevance, Scope, Focus and consultation requirements. Please see guidance for further information.

Directorate: Operational Services

Service: Regeneration and Culture

Lead Impact Assessor: Polly Gifford

Name of strategy, policy, project, service or “other”:
Culture-led Regeneration Strategy 2016-2021

Person(s) or team(s) responsible for delivery of above:
HBC and strategic partners

1. What is the purpose of the project. Please describe:

The purpose of the strategy is to bring about the renaissance of Hastings, with culture at the heart of its identity and regeneration, delivering long term economic and social benefits and making it a highly desirable place to live, work, visit and invest.

2. Who will be affected and how? Please describe:

All members of the local community, visitors to the town, businesses and potential inward investors. Culture-led regeneration is viewed through this strategy as a driver of regeneration with the potential to create jobs, enhance skills, foster aspiration and attract visitors/inward investment to the town.

3. Does the item fit with the Council’s priorities? Please describe:

(see corporate plan - http://www.hastings.gov.uk/corporate_plan/default.aspx)

The Council’s priorities for 2016/17 – 2017/18 include:

Cultural regeneration: To contribute to the regeneration of the borough through a rich cultural programme that appeals both to local people and visitors, extending, broadening and promoting the borough’s cultural activities to establish Hastings as a nationally and internationally recognised centre for arts and culture, and making the most of the opportunities the 950th anniversary of the Battle of Hastings offers us.

The aim of the strategy is to provide a framework for regeneration through cultural sector development.

4. Does it help to achieve the aims of the Equalities Scheme? Please describe:

The aim of the Council's Equalities Scheme is to ensure that there are equal life chances for all within the Borough. The Culture-led Regeneration Strategy, and the Action Plan which will be developed to support the delivery of its objectives, is designed to help the town and its residents to access opportunity. There is a particular focus on disadvantaged areas and groups of people and the strategy also supports economic and social inclusion.

Equalities Impact (Risk Assessment) Testing Tool

This tool determines the degree of consultation required.

When considering whether there would be a negative impact, you should consider the following:

- If the item could potentially discriminate unlawfully against any group (High)
- If any group could be denied fair and equal treatment (High)
- If there have been any concerns or complaints expressed about the item (or similar items elsewhere) having a negative impact

There may also be a positive impact; this would give a 'Low' in the ratings.

- If it could actively promote good relations between different groups
- If it could promote equality of opportunity

Group	Likelihood of negative effect	Impact of one negative effect	Overall assessment rating	Describe potential and actual impacts (show your thought process). Especially if you have given a High rating.
Age	Low	Low	Low	<ul style="list-style-type: none"> • Regeneration through stimulation of the cultural sector will not benefit one age group over another. • The planned cultural programme which will help deliver the strategy is designed to have universal appeal overall • The support given to the community cohesion agenda as different groups come together should be positive • There is a particular focus on encouraging the engagement of young people in cultural activity, both within and outside of formal education. • Engaging older people in cultural activity is also an area that the strategy supports.
Disability	Low	Low	Low	<ul style="list-style-type: none"> • Every effort will be made to ensure venues featuring in the cultural programme will be accessible to disabled people and also parents and carers with young children (ie with prams and

				<p>pushchairs/buggies)</p> <ul style="list-style-type: none"> • By supporting and encouraging outreach work in a range of different neighbourhoods, those with mobility issues and with young children should be able to participate fully • Learning and training providers are obliged to be fully accessible, but checks will be made if there are concerns raised • The cultural programme will include a range of activities which those with hearing or sight impairment can also enjoy • Learning disabled people will have opportunities to participate e.g.through the Craftivists network
Gender Reassignment	Low	Low	Low	<ul style="list-style-type: none"> • Regeneration through stimulation of the cultural sector will not benefit one group over another. • The planned cultural programme which will help deliver the strategy is designed to have universal appeal overall • The support given to the community cohesion agenda as different groups come together should be positive
Marriage and civil partnership	Low	Low	Low	<ul style="list-style-type: none"> • Regeneration through stimulation of the cultural sector will not benefit one group over another. • The planned cultural programme which will help deliver the strategy is designed to have universal appeal overall
Pregnancy and maternity	Low	Low	Low	<ul style="list-style-type: none"> • Regeneration through stimulation of the cultural sector will not benefit one group over another. • The planned cultural programme which will help deliver the strategy is designed to have universal appeal overall •
Race	Low	Low	Low	<ul style="list-style-type: none"> • Regeneration through stimulation of the cultural sector will not benefit one group over another. • The planned cultural programme which will help deliver the strategy is

				<p>designed to have universal appeal overall</p> <ul style="list-style-type: none"> • Celebration of diverse cultures is a strong and valued feature of the strategy and of the cultural programme.
Religion and belief	Low	Low	Low	<ul style="list-style-type: none"> • Regeneration through stimulation of the cultural sector will not benefit one religious group over another. • The planned cultural programme which will help deliver the strategy is designed to have universal appeal overall • The support given to the community cohesion agenda as different groups come together should be positive • The Hastings Interfaith Forum are particularly active in using cultural activity to enhance understanding between communities and their work will be referenced as a result of their feedback to the public consultation.
Sex	Low	Low	Low	<ul style="list-style-type: none"> • Regeneration through stimulation of the cultural sector will not benefit one group over another. • The planned cultural programme which will help deliver the strategy is designed to have universal appeal overall •
Sexual Orientation	Low	Low	Low	<ul style="list-style-type: none"> • Regeneration through stimulation of the cultural sector will not benefit one group over another. • The planned cultural programme which will help deliver the strategy is designed to have universal appeal overall • The support given to the community cohesion agenda as different groups come together should be positive
Other	Medium	Medium	Medium	<ul style="list-style-type: none"> • In terms of a socio economic impact, it is planned that local businesses and start-ups will benefit directly – particularly those in the retail, hospitality, food, creative and related sectors. The expansion of business and market opportunities are key to the success of the

				<p>strategy.</p> <ul style="list-style-type: none"> • BME businesses will also be targeted to encourage creative entrepreneurship
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To calculate the overall assessment in the third column, use the following:

Low = Likelihood Low and Impact Low

High = Likelihood High and Impact Medium or High. Likelihood Medium and Impact High

Medium = All other possibilities

The table on page 8 of the guidance may be able to help further.

Generally:

Low Relevance = Short internal consultation

Medium Relevance = Limited consultation

High Relevance = Full consultation

Equalities Impact Assessment Part 2:

This is a 2-step process of gathering information and identifying equalities issues.

Lead Impact Assessor (eg senior manager): Polly Gifford

**Other Impact assessors (eg front line staff):
Heidi Hampson, Michael Hambridge**

**Name of strategy, policy, project, service or “other”:
Culture-Led Regeneration Strategy 2016-21**

Evidence List

Please list the information you have looked at during this process (i.e Census www.eastsussexinfigures.org.uk , Community Profile, Trent, PCT, Surveys):

Census data and demographic data for Hastings Borough.

Indices of multiple deprivation 2015

Area Profile Report from the Audience Agency which looks at participation in arts and culture against demographic data.

Taking Part Survey, DCMS and Arts Council England

East Sussex Cultural Strategy

Other Hastings strategies – Local Plan, Sustainable Communities Strategy, Seafront Strategy

Evaluation reports from key cultural events - including Coastal Currents, St Leonards Festival.

Were there any evidence gaps?

There are some evidence gaps in terms of detailed participation figures for Hastings and also in information on the make up of the creative and cultural sector.

How were these resolved?

The need for more detailed and up to date data around audiences, participation and mapping of the creative and cultural sector has been identified in the strategy and funds will be sought to undertake this.

Barriers and Solutions

To be completed following the barriers and solutions exercise. If you need more boxes, place the cursor in the bottom solutions box and go to Table and "Insert Row".

Existing Barriers

List existing barriers and their solutions here:

Group	Barrier	Solution
For all groups	It is acknowledged that some members of all groups might have financial barriers to participation due to their socio-economic circumstances.	Where HBC delivers activity directly, such as Stade Saturdays and the Seafood & Wine Festival, events are free or kept to a minimal cost. Where activity is delivered by external partners, HBC encourages partners to consider financial barriers and offer solutions.
Age	With an aging population, increased social isolation for older people has been identified as a national issue which could also be a barrier to cultural engagement	Dedicated outreach work with older people has been identified as an opportunity in the strategy.
Disability	Not all venues in Hastings have full disabled access.	Where HBC delivers activity directly, issues of access are taken into account. Where activity is delivered by external partners, HBC encourages partners to consider barriers to access and offer solutions.
Marriage and civil partnership	No identified barriers	
Pregnancy and maternity	There might be issues of access for buggies in some venues.	Where HBC delivers activity directly, issues of access are taken into account.

		Where activity is delivered by external partners, HBC encourages partners to consider barriers to access and offer solutions.
Race Religion and belief Sexual Orientation Gender Gender reassignment	Some communities might feel excluded from the aims of the strategy due to discriminatory attitudes and behaviours.	The strategy will foster a structure for partners involved in delivering the strategy to work together to develop better awareness and understanding of any barriers and look for solutions.

Possible Barriers

List possible barriers, their likelihood and solutions here: ***Covered above***

Group	Barrier	Likelihood	Solution
Disability		High Medium Low	
Gender		High Medium Low	
Sexual Orientation		High Medium Low	
Race		High Medium Low	
Religion/ belief		High Medium Low	

Age		High Medium Low	
Social and economic exclusion		High Medium Low	
Transgender		High Medium Low	
Other		High Medium Low	

Equalities Impact Assessment Part 3: Consultation

Consultation on Equalities Impact Assessments should be proportional to the relevance and scale of the assessment.

Please attach a summary of consultation feedback here:

Attached

Equalities Impact Assessment Part 4: Further questions

Based on the findings of the Equalities Impact Assessment:

Were any changes made as a result of the consultation? Please describe:

The views of some communities of interest or communities of identity have made valuable contributions to the consultation and their feedback has been included in the amended draft. e.g. Hastings Interfaith Forum and the Big Local North East Hastings.

Does the project now promote equality of opportunity?

Yes. The EIA highlighted current good work and actions for future improvements

Does it eliminate unlawful discrimination?

We are not aware of any unlawful discrimination.

Are there any groups which would now be adversely affected by the project or experience barriers to full benefit?

Only due to ongoing barriers as outlined above.

Does it promote positive relations between different groups of people?

Yes. Engagement in cultural activity can promote and increase community cohesion.

Equalities Impact Assessment Part 5 and 6: Action Planning and Sign Off

Record SMART (Specific, Measurable, Achievable, Relevant, Timely) actions which have arisen as a result of the Equalities Impact Assessment in the table below:

#	Action	Lead	Q1	Q2	Q3	Q4	Progress
	Create Action Plan to deliver the strategy	PG	Draft the action plan		Review the action plan		
							To add more rows, use your tab key from here.

Signed off on:

By

Lead assessor

Equalities Officer

Head of Service

Directorate Equalities Group Chair

Equalities Impact Assessment Part 7: Publication template

Please submit this template to sbayjou@hastings.gov.uk for publication.

Name of EQIA:	Culture Led Regeneration Strategy 2016 -2021
Period:	00/00/00 – 00/00/00
Date signed off by DEG:	00/00/00
Lead assessor:	Polly Gifford
Other assessors:	Heidi Hampson
Data and research:	Consultation 1 December 2015 – 31 January 2016.
Consultation- who was consulted and how:	Not all responses to the consultation identified themselves. The groups/organisations that did identify themselves are: Rother District Council Hastings Cultural Leaders Group Hastings & District Interfaith Forum Jack in the Green Festival Hastings International Composers Festival Big Local North East Hastings
Assessment of impact, outcomes and key follow up actions:	Attached, please see sections 1 – 6
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