

Equality Impact Assessment (EqIA)

Deciding what needs to be assessed

In theory all policies, decisions, services, projects and programmes should be impact assessed. The most practical approach is to assess as the proposal is being developed or as processes, services and policies come up for review making the EQIA part of the development process. Do not be put off by the list below, it does not mean that long and detailed assessments are required every time you are engaged in one of the activities. However, it does mean that you should always consider the equalities implications of your proposals.

Policy

- New policy development
- Substantial revision of an existing policy or process
- Any change which may have a disproportionate impact on a particular group

Decision

- Key decision
- Decision for management board/cabinet
- Budget change decision

Service

- New service
- Service review, including the decommissioning of services
- Any service change which may have a disproportionate impact on a particular group

Projects and programmes

- All, at planning stage

Further information: [Equality Impact Assessments - a user's guide](#)

Section One

	Question	Response
1.1	Name of policy/decision/service/project/programme being assessed	Swindon Arts & Cultural Strategy
1.2	Summary of aims and objectives of the policy/decision/service/project/programme	To provide an arts & cultural strategy for Swindon, supported through external funding, enabling a coordinated approach to activities undertaken by individuals, grassroots organisations and larger funded organisations.
1.3	Who is affected by the policy/decision/service/project/programme? (e.g. employees/service users/supplier/contractor)	Swindon residents; users and producers of arts and cultural output in Swindon.
1.4	What involvement and consultation has been done in relation to this proposal? (e.g. with relevant groups and stakeholders)	71 individuals across 37 organisations, groups & businesses were consulted through the development of Swindon's Arts & Cultural Strategy. This included people from across Swindon's arts & cultural community, young creatives and people from community organisations within Swindon.
1.5	What are the arrangements for monitoring and reviewing the actual impact of the policy/funding activity/event?	A Strategic Board (drawn from members of Swindon's arts and cultural community) will oversee the delivery of the Arts & Cultural Strategy including implementing funding bids for core delivery staff.

Section Two - Protected Characteristics

Protected Characteristic Group	Is there a potential for positive or negative impact? Is the impact neutral?	Please explain and give examples of any evidence/data used	Action to address negative impact (e.g. adjustment to the proposal)
Disability	Positive	More arts & cultural provision across Swindon	
Gender Reassignment	Positive	More arts & cultural provision across Swindon	
Marriage or Civil Partnership	Positive	More arts & cultural provision across Swindon	

Pregnancy and Maternity	Positive	More arts & cultural provision across Swindon	
Race	Positive	More arts & cultural provision across Swindon	
Religion or Belief	Positive	More arts & cultural provision across Swindon	
Sexual Orientation	Positive	More arts & cultural provision across Swindon	
Sex (gender)	Positive	More arts & cultural provision across Swindon	
Age	Positive	More arts & cultural provision across Swindon	
Children in Care and Care Leavers	Positive	More arts & cultural provision across Swindon	

Section Three- Evaluation

3.1	Is it possible the proposed policy or activity or change in policy or activity could discriminate or unfairly disadvantage people?	Explanation/Justification Given the wide community base of consultees and members of the arts and cultural community in Swindon, it is unlikely that Swindon's Arts & Cultural Strategy would discriminate against or unfairly disadvantage people. External funding would be brought into Swindon, to enable more people across Swindon to enjoy arts and culture across the town.
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Final Decision:	Tick the relevant box	Include any explanation / justification required
1. No barriers identified, therefore activity will proceed.	✓	More collaborative and coordinated arts and cultural provision within Swindon will benefit all residents.
2. Stop at some point because the data shows bias towards one or more groups		
3. Adapt or change the event in a way which you think will eliminate the bias		
4. Barriers and impact have been identified, however		

having considered all available options carefully, there appear to be no other proportionate ways to achieve the aim of the policy or practice (e.g. in extreme cases or where positive action is taken). Therefore proceed with caution with this knowing that it may favour some people less than others, providing justification for this decision.		
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Section Four – Record Keeping

Will this EqIA be published* (*EqIA's should be published alongside relevant event paperwork including cabinet papers:	Yes
Date Completed	31/05/2024
Review date (if applicable)	

Change Log

Name	Date	Version	Change Made

Responsibilities			
Name of person leading this EqIA	Frances Yeo	Date Completed	31/05/2024
Names and roles of people involved in the consideration of impact	Frances Yeo, Swindon Museums Manager	Richard Bell, Director of Strategic Development	
Name of Director signing EqIA	Richard Bell		