

**Equality Impact Assessment**

1. Proposal details		
Name of the policy/project/process being assessed (subsequently referred to as project)	A Cultural Strategy for North Tyneside	
Purpose of project	To develop a strategy for ongoing investment in, and delivery of, cultural activity across the Borough	
Who is the project intended to benefit?	All residents	
What outcomes should be achieved?	Increased engagement in cultural activity A partnership compact to drive the strategic objectives	
Version of EqIA	1	
Date this version created	20/10/2022	
Confidential	no	
Directorate	Regeneration and Economic Development	
Service	Culture	
	<b>Name</b>	<b>Service or organisation</b>
Principal author	Steve Bishop	Head of Culture
Additional authors	Pete Warne	Operational Manager – Tourism and Events

2. Groups Impacted		
Does the project impact upon?		If yes, what is the estimated number impacted? And the Level of impact this will have on the group (high, medium, low)
Service Users	yes	Audience for any cultural activity. Exact numbers difficult to estimate. (high)
Carers or Family of Service Users	yes	Numbers difficult to estimate but inclusivity of process should open up opportunities for engagement (med)
Residents	yes	All residents are eligible to engage in the range of cultural provision on offer (med)
Visitors	yes	Yes, tourism and the importance of the visitor economy is key to the success of the strategy but exact numbers are difficult to estimate (med)
Staff	yes	Yes, both as residents of the Borough and as service providers who will need a cultural offer to deliver more effective services (med)
Partner Organisations	yes	Partners will be key to the formation of a cultural compact and the delivery and monitoring of a finalised strategy. (high)

3. Evidence Gathering and Engagement		
	Internal evidence	External Evidence
What evidence has been used for this assessment?	Feedback from SLT presentations, Cabinet Member Briefings and Team presentations Culture and Leisure Sub Committee reports	Reports from Arts Council England DCMS and Creative UK

<b>Have you carried out any engagement in relation to this proposal?</b>	yes
<b>If yes of what kind and with whom? If no, why not?</b>	4x consultation meetings across the Borough with cultural sector Corporate Equality Group Diversity Network meetings Meetings with University research and cultural engagement providers Senior Leadership Team presentations Leadership Forum presentations Bespoke team presentations Local Cultural Education Partnership Culture Health and Wellbeing Network Culture and Leisure Sub Committee Reports Publicly distributed survey
<b>Is there any information you don't have?</b>	no
<b>If yes, why is this information not available?</b>	

<b>4. Impact on Different Characteristics</b>			
<b>Legally Protected Characteristics</b>	<b>Potential Positive Impact Identified</b>	<b>Potential Negative Impact Identified</b>	<b>Description of the potential impact/s and evidence used</b>
<b>Age</b>	yes	no	Targeting of young people to encourage audience engagement and pathways into employment is part of existing Cultural and Creative Zone action and will be key to a wider cultural strategy
<b>Disability</b>	yes	no	Awareness of access issues including auditing venues and developing more active consideration of audience positioning in outdoor spaces will be key to a finalised strategy. Active measures to engage those with protected characteristics will be central to strategy development and programme delivery.
<b>Gender reassignment</b>	no	no	Adherence to Arts Council England's Equality, Diversity and Creativity agenda will help shape programme choices and initiatives
<b>Marriage &amp; civil partnership</b>	no	no	
<b>Pregnancy &amp; Maternity</b>	no	no	
<b>Race</b>	yes	no	Active engagement with the regional Culture Against Racism initiative and adherence to Arts Council England's Equality, Diversity and Creativity agenda will help shape programme choices and initiatives
<b>Religion or belief</b>	no	no	Adherence to Arts Council England's Equality, Diversity and Creativity agenda will help shape programme choices and initiatives. Active measures to engage those with protected characteristics will be central to strategy development and programme delivery.

<b>Sex</b>	yes	no	Adherence to Arts Council England's Equality, Diversity and Creativity agenda will help shape programme choices and initiatives. Active measures to engage those with protected characteristics will be central to strategy development and programme delivery.
<b>Sexual Orientation</b>	yes	no	Adherence to Arts Council England's Equality, Diversity and Creativity agenda will help shape programme choices and initiatives. Active measures to engage those with protected characteristics will be central to strategy development and programme delivery.
<b>Intersectionality</b>	no	no	

<b>Non-legally protected characteristic</b>			
<b>Carers</b>	yes	no	Inclusivity of process should open up opportunities for engagement

<b>5. Achievement of the Authority's public sector equality duty</b>		
<b>Will the proposal contribute to any of the following?</b>		<b>If yes, how?</b>
<b>Eliminate unlawful discrimination, victimisation and harassment</b>	N/A	
<b>Advance equality of opportunity between people who share a protected characteristic and those who do not</b>	yes	Cultural engagement plans will actively promote access to learning, mentoring and business support within the sector aiming to advance equality of opportunity between those who share a protected characteristic and those who do not
<b>Foster good relations between people who share a protected characteristic and those who do not</b>	yes	Cultural engagement activities will actively promote collective understanding and challenge prejudice with a view to developing greater understanding between those who share a protected characteristic and those who do not

<b>6. Negative Impacts</b>		
<b>Potential negative impact</b>	<b>Can it be reduced or removed?</b>	<b>If yes how? If no, why not and what alternative options were considered and not pursued?</b>
	Choose an item.	
	Choose an item.	
	Choose an item.	
	Choose an item.	

<b>7. Action Plan</b>				
<b>Actions to gather evidence or information to improve NTC's understanding of the potential impacts on people with protected characteristics and how best to respond to them</b>	<b>Responsible Officer Name</b>	<b>Responsible Officer Service Area</b>	<b>Target Completion Date</b>	<b>Action completed</b>
Establishment of boroughwide cultural compact with a clear Equality, Diversity and Creativity agenda	Steve Bishop	Culture	10/04/2023	Choose an item.
			Calendar	Choose an item.
			Calendar	Choose an item.
<b>Actions already in place to remove or reduce potential negative impacts</b>	<b>Responsible Officer Name</b>	<b>Responsible Officer Service Area</b>	<b>Impact</b>	

AccessAble audit of key facilities	Iain Betham	Asset Management	reduce		
Viewing platform at Mouth of the Tyne Festival (MOTTF)	Pete Warne	Culture	reduce		
Signing on MOTTF Cabaret Stage	Pete Warne	Culture	reduce		
<b>Actions that will be taken to remove or reduce potential negative impacts</b>	<b>Responsible Officer Name</b>	<b>Responsible Officer Service Area</b>	<b>Impact</b>	<b>Target Completion Date</b>	<b>Action completed</b>
Annual review of access arrangements to assess scope for improvements	Steve Bishop	Culture	reduce	29/03/2024	Choose an item.
Annual review of Equality Impact Assessments on all projects and programmes associated with the implementation of the strategy	Steve Bishop	Culture	Choose an item.reduce	Click or tap to enter a date.28/11/23	Choose an item.
			Choose an item.	Click or tap to enter a date.	Choose an item.
<b>Actions that will be taken to make the most of any potential positive impact</b>	<b>Responsible Officer Name</b>	<b>Responsible Officer Service Area</b>		<b>Target Completion Date</b>	<b>Action completed</b>
Active promotion of positive adjustments to improve access and promote diverse programming	Steve Bishop Pete Warne	Culture		29/03/2024	Choose an item.
				Click or tap to enter a date.	Choose an item.
				Click or tap to enter a date.	Choose an item.
<b>Actions that will be taken to monitor the equality impact of this proposal once it is implemented</b>	<b>Responsible Officer Name</b>	<b>Responsible Officer Service Area</b>		<b>Target Completion Date</b>	<b>Action completed</b>
Annual Review	Steve Bishop	Culture		20/10/2023	Choose an item.
				Click or tap to enter a date.	Choose an item.
				Click or tap to enter a date.	Choose an item.
<b>Date review of EqIA to be completed</b>	<b>Responsible Officer Name</b>	<b>Responsible Officer Service Area</b>			
20/10/2023	Steve Bishop	Culture			

## 8. Outcome of EqIA

Outcome

Please explain and evidence why you have reached this conclusion:

The proposal is robust, no major change is required

The proposal is linked to and actively implements proposed equality and diversity strategies agreed with the Council and Arts Council England. These are reflected in the approaches of key partner organisation who will be part of an ongoing partnership to drive the strategy.

<b>9. Corporate Equality Group Member approval</b>	
<b>Do you agree or disagree with this assessment?</b>	Agree
<b>If disagree, please explain why?</b>	
<b>Name of Corporate Equality Group Member</b>	David Cunningham
<b>Date</b>	21/10/2022

<b>10. Director approval</b>	
<b>Do you agree or disagree with this assessment?</b>	Agree
<b>If disagree, please explain why?</b>	
<b>Name of Director</b>	John Sparkes
<b>Date</b>	21/10/2022

**Please return the document to the Author and Corporate Equality Group Member.**