

**Equality Impact Analysis Form**

**1. Equality Impact Analysis (EqIA) Form**

<p><b>Title of EqIA (policy/change it relates to)</b></p>	<p>Proposed Capital Development of Hertford Theatre and surrounding areas.</p>	<p><b>Date</b></p>	<p>6.6.18</p>
<p><b>Team/Department</b></p>	<p>Operations – Hertford Theatre</p>		
<p><b>Focus of EqIA</b></p> <p>What are the aims of the new initiative?          Who implements it?          Define the user group impacted?          How will they be impacted?</p>	<ul style="list-style-type: none"> <li>• Improve access and opportunity to engage with the arts offer at Hertford Theatre. Further increasing audience and participation numbers by enabling access for untapped audience groups including under-represented and hard to reach groups and adding to the vibrancy and offer of the Town Centre.</li> <li>• Contribute meaningfully to the Council’s Health and Well-being strategy.</li> <li>• Contribute to the Councils Corporate Strategic Plan to “Enhance the quality of people’s lives and improve the Health and Well-being of our communities.”</li> <li>• Reduce where possible, the operational subsidy provided by the Council, with the ambition that, over time, the theatre could function with nil deficit to the council.</li> </ul> <p>User Groups include residents across the district and outside the district          In the cinema only option all resident will have access to first release cinema, however the wheelchair access in this model in relation to access to the backstage remains as it.</p> <p>In the growth and legacy model all resident will have access to all areas of the building.</p>		

**2. Review of information, equality analysis and potential actions**

Please fill in when appropriate to the change. If it does not, please put N/A

<b>Protected characteristics groups from the Equality Act 2010</b>	<b>What do you know?</b> Summary of data about your service-users and/or staff	<b>What do people tell you?</b> Summary of service-user and/or staff feedback	<b>What does this mean?</b> Impacts (actual and potential, positive and negative. Clearly state each)	<b>What can you do?</b> All potential actions to: <ul style="list-style-type: none"> <li>• advance equality of opportunity,</li> <li>• eliminate discrimination, and</li> <li>• foster good relations</li> </ul>
<b>Age</b>	Our market analysis suggests that currently approx. 44% of our customer are 45-55+yrs with only approx. 10% 15-24yrs olds	<i>No consultation conducted as yet</i>	This information allows us to explore options to cater for a wider range of ages.	Enhance the offer through a capital development as described in our report at 1.7.1.
<b>Disability</b>	Current access to the backstage in not accessible for wheelchair users.  Performances with signers encourage access to shows from a range disabled groups	<i>No consultation conducted as yet</i>	We will explore better access for disabled customers and performers	Enhance the offer through a capital development as described in our report at 1.7.2
<b>Gender reassignment</b>	N/A	N/A	N/A	See final box
<b>Pregnancy and maternity</b>	N/A	N/A	N/A	See final box

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<b>Race</b>	N/A	N/A	N/A	See final box
<b>Religion or belief</b>	N/A	N/A	N/A	See final box
<b>Sex/Gender</b>	N/A	N/A	N/A	See final box
<b>Sexual orientation</b>	N/A	N/A	N/A	See final box
<b>Marriage and civil partnership</b>	N/A	N/A	N/A	See final box
<b>Assessment of overall impacts and any further recommendations</b>				

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If approved consultation will take place with specific groups prior to construction.

On top of the specific impacts on Age and Disability, it should be noted that the overall impact on an enhanced theatre offer for all groups. Cinema, theatre and the arts have and do provide an outlet to explore ideas and experiences of different groups including protected groups. Giving people from different backgrounds a route into the life experiences of different people. As such the enhancement of the theatre can be seen as a positive impact on all the protected characteristics and an improvement in terms of fostering good relations. As such the improved theatre offer is a major positive equality impact in and of itself and this positive contribution should be

**3. List detailed data and/or community feedback which informed your EqIA (If applicable)**

<b>Title</b> (of data, research or engagement)	<b>Date</b>	<b>Gaps in data</b>	<b>Actions to fill these gaps: who else do you need to engage with?</b> (add these to the Action Plan below, with a timeframe)
<b>N/A – currently exploring options</b>			

**4. Prioritised Action Plan (If applicable)**

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.				
<b>Disability:</b> the preferred option will determine operational requirements to achieve wheelchair access	Consultation with Disability groups	Service users satisfied	User satisfaction	On –going from implementation.
<b>Age:</b> require marketing tools to draw in new audiences of all ages including the 15-24yr market	As above	As above	As above	As above

**EqIA sign-off:** (for the EQIA to be final an email must sent from the relevant people agreeing it or this section must be signed)

**Lead Equality Impact Assessment officer: Nathan Bookbinder**

**Date: 06/06/2018**

**Directorate Management Team rep or Head of Service:**

**Date: 6.6.18**

**Author of Equality Impact Analysis: Rhys Thomas**

**Date: 6.6.18**