

Equality Impact Analysis for East Herts Cultural Strategy 2021 to 2025

Created by Mekhola Ray and Jonathan Geall 5th February 2021 and finalised on 9th February 2021

Title of EqIA (policy/change it relates to)	East Herts Cultural Strategy (2021-2025)	Date	February 2021
Team/Department	Community Wellbeing and Partnerships		
<p>Focus of EqIA</p> <p>What are the aims of the new initiative?</p> <p>Who implements it?</p> <p>Define the user group impacted?</p> <p>How will they be impacted?</p>	<p>The East Herts Cultural Strategy (2021-2025) aims to see statutory bodies, community organisations and individuals come together to grow, adapt to the changing environment, lever in funding by acting in partnership and deliver a thriving cultural offer in East Herts. The aims of the Strategy are to make East Herts a place where:</p> <ul style="list-style-type: none"> • truly extraordinary things happen throughout the district, all year round • strong partnerships result in a resilient cultural infrastructure that offers our diverse communities a wide range of cultural opportunities • residents along with the public, private and voluntary sectors support each other to encourage entrepreneurial and innovative cultural practitioners to invest, live and work in East Herts • investment in arts and culture contributes to tangible gains in health and wellbeing outcomes, economic resilience and environmental sustainability • sustainability is at the heart of our cultural infrastructure and activities • our achievements are recognised far beyond our district's boundaries. <p>The Strategy will be implemented by a partnership between arts and cultural organisations and community group as well as East Herts Council and other statutory bodies who have all signed up to</p>		

	<p>deliver the ambition and vision of the Strategy. The work will be overseen by a multi-agency Arts and Cultural Strategic Steering Group and delivered by a multi-agency Arts and Cultural Delivery group. The 'user group', that is, the intended beneficiaries of the Strategy are all residents in East Herts and the local cultural sector itself. The intended outcomes include having more arts, cultural and sports activities available that enhance physical and mental wellbeing. This Strategy recognises that the outcomes of cultural investment will be seen in improvement in local people's health and wellbeing, community safety and local economic growth.</p>
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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

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Age	<p>Population projections show the numbers in all age groups are growing in the district, in particular those aged 60+ years.</p> <p>The research to develop the Strategy indicated that younger people showed lower level of participation in arts and cultural opportunities in the district.</p>	<p>Older residents and voluntary and community groups supporting older people have said this group finds it difficult to access culture whether through living in disadvantaged areas, having a range of disabilities (many of which are common in older age) or having limited access to transport.</p>	<p>The Community Wellbeing and Programme Officer, Housing and Health Projects Officer and Equality and Diversity Officer have discussed whether a person's age will affect how they can access culture and believe there is a legitimate concern especially around digital inclusion and poor transport infrastructure.</p> <p>This means that the Strategy must take positive action to</p>	<p>High priority actions</p> <p>(a) Seek feedback from Age UK Herts on a regular basis during Strategy delivery</p> <p>Medium priority actions</p> <p>(b) Promote interventions in wards which have the highest proportion of older people</p> <p>(c) Monitor progress on the following actions in the Strategy and act according if they are not being met:</p>

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			ensure activities are inclusive and consider barriers as projects are implemented.	<ul style="list-style-type: none"> • <i>Support development of a cultural offer in East Herts which takes on board the changing population profile and ensures a widening range of activities that meet the needs of all our residents.</i> • <i>Provide affordable access to cultural opportunities for East Herts residents especially the over 50s and 12-24 year old young people</i> • <i>Encourage cultural events to take place locally – closer to where people live</i> • <i>Provide help for groups supporting older people to apply to the council's small grants programme to enable delivery close to home</i>
Disability	Some 8,700 people are living with a disability around 3,200 people have a learning	Residents and voluntary and community groups supporting older people	It is clear that arts and culture is important to individuals with this protected characteristic and	High priority actions (a) Invite organisations that work with people with disabilities and long term

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	<p>disability nearly 1,400 people have dementia.</p> <p>Of the large revenue grants awarded via the council's community grants programme in 20/21, 88% benefitted people with long term conditions and vulnerable groups - the majority of the funded projects were cultural experiences.</p>	<p>and people living with any type of disability have said these groups and individuals can find it difficult to access culture whether through living in disadvantaged areas, having a mobility difficulty or mental health issue or having limited access to transport.</p> <p>Review of the council's discretionary grants awards demonstrates there is an interest and demand for cultural activities and recognition of the benefits of art on health and wellbeing.</p>	<p>so the Strategy must address this need.</p>	<p>conditions to serve on Cultural Strategy Delivery Group. Local Social, group that supports adults with learning difficulties, is already a committed implementation partner.</p> <p>Medium priority actions</p> <p>(b) Deliver specific arts and cultural actions via the East Herts Dementia Friendly Action group has agreed to in order to ensure accessibility for people living with dementia in the district.</p> <p>(c) Provide help for groups supporting people with this protected characteristic to work with Cultural Strategy partners to identify funding sources and make applications.</p>
Gender reassignment	<p>No reliable data at this time</p>	<p>We do not currently have feedback from services users with characteristic.</p>	<p>We acknowledge the lack of data from people with this protected characteristic and whether they face barriers to participation.</p>	<p>High priority actions</p> <p>(a) Foster relationships with groups supporting people with the gender reassignment protected characteristic and individuals.</p> <p>Medium priority actions</p>

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
				(b) Monitor progress on the following actions in the Strategy and act according if they are not being met: <ul style="list-style-type: none"> • <i>Provide opportunities, to be identified through community conversations and needs based research, for engagement in cultural activity</i> (c) We will promote positive messages and encourage people from this community to participate in cultural events in a safe and comfortable environment.
Pregnancy and maternity	No reliable data at this time.	We do not currently have feedback from services users with characteristic.	We acknowledge the lack of data from women with this protected characteristic and whether they face barriers to participation. It is suspected that pregnant women and mothers on low income in particular could face barriers to participation.	High priority actions (a) Foster relationships with groups supporting people with the pregnancy and maternity protected characteristic. Medium priority actions (b) Monitor progress on the following actions in the Strategy and act according if they are not being met: <ul style="list-style-type: none"> • <i>Provide opportunities, to be identified through community</i>

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				<i>conversations and needs based research, for engagement in cultural activity</i>
Race	<p>The white British population is the largest ethnic group in East Herts but the proportion of non-white British people in the district is steadily growing from the 10% recorded at the time of the 2011 Census.</p> <p>Information from current partner organisations suggests there can be lower participation from individuals from backgrounds others than white British than white British residents. This appears to extend to the traveler communities.</p>	<p>Public engagement has highlighted a need to reflect an increased focus on developing a cultural offer among residents from more diverse backgrounds.</p>	<p>There is great scope for the Strategy to increase participation in arts and culture among all local residents regardless of race background.</p>	<p>High priority actions</p> <p>(a) Engage with people from black and minority ethnic backgrounds to understand any barriers to participation in cultural activities and to build up a better understanding of the needs and interests of people from different backgrounds.</p> <p>(b) Invite feedback from GATE (Gypsy and Travel or Empowerment) charity.</p> <p>(c) Invite organisations that work with minority ethnic groups to serve on Cultural Strategy Delivery Group.</p> <p>Medium priority actions</p> <p>(d) Monitor progress on the following actions in the Strategy and act according if they are not being met:</p> <ul style="list-style-type: none"> • <i>Ensure residents of... black and minority ethnic backgrounds across East Herts are fully</i>

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				<p><i>involved in the development of cultural opportunities in the district.</i></p> <p>(e) Add new action to the council's community grant priorities:</p> <ul style="list-style-type: none"> • <i>Engage with people from different f and black, asian and minority ethnic backgrounds, supporting them to develop cultural opportunities they can enjoy participating in</i>
Religion or belief	No reliable data at this time.	There is no specific information available at this time.	We acknowledge the lack of involvement or direct feedback from individuals with this protected characteristic and thus may be unaware of the barriers that this group faces to participation in arts, culture and sports opportunities. There is great scope for the Strategy to increase participation in arts and culture among all local residents regardless of religion or faith.	<p>High priority actions</p> <p>(a) Work with the Hertfordshire County Council to develop contacts through the countywide faith group and so engage with faith groups to understand any barriers to participation in cultural activities and to build up a better understanding of their needs and interests as it pertains to culture.</p> <p>(b) Invite faith groups to serve on the Cultural Strategy delivery group.</p> <p>Medium priority actions</p>

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				(c) Add new action to the council's community grant priorities: <ul style="list-style-type: none"> • <i>Engage with people from different faiths and religion supporting them to develop cultural opportunities they can enjoy participating in</i>
Sex/Gender	We have no data at present to suggest that participation is higher in one gender over another or that more cultural opportunities are available to one gender over another in East Herts.	The public engagement did not highlight that there was lower participation by one gender over another or more activities for one gender than another - or inequality in opportunity	There is great scope for the Strategy to increase participation in arts and culture among all local residents regardless of gender.	Medium priority actions (a) Monitor progress on the following actions in the Strategy and act according if they are not being met: <ul style="list-style-type: none"> • <i>Support development of a cultural offer in East Herts which takes on board the changing population profile and ensures a widening range of activities that meet the needs of all our residents.</i>
Sexual orientation	An estimated 6% of our population are Lesbian, Gay, Bisexual, Transgender or Questioning (LGBTQ)	We currently do not have any information on people with these protected characteristic.	We will need to proactively reach out to this community and ensure the benefit of the Strategy is realised for people with this protected characteristic. The Strategy	High priority actions (a) Engage with LGBTQ groups and individuals to understand any barriers to participation in cultural activities and to build up a better

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			provides an opportunity for all to access arts and cultural opportunities in the district.	understanding of their needs and interests as it pertains to culture.
Marriage and civil partnership	No information at this time.	The public engagement via the survey did not highlight that marital status or partnership status was a hindrance to taking part in cultural activities.	We believe our Strategy aims to provide access and opportunities for all and should not be a hindrance to this protected characteristic to get involved.	Medium priority actions (a) Monitor progress on the following actions in the Strategy and act according if they are not being met: <ul style="list-style-type: none"> • <i>Support development of a cultural offer in East Herts which takes on board the changing population profile and ensures a widening range of activities that meet the needs of all our residents.</i>

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
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Assessment of overall impacts and any further recommendations

The new East Herts Cultural Strategy is committed to ensuring that all individuals or groups of individuals in East Herts can access a range of arts and cultural opportunities which are of interest to them. At all times, the Strategy aims to take an inclusive approach and ensure that any individual or group that wants to is able to fully participate in the implementation of the Strategy or a cultural event.

We acknowledge that the gaps in our knowledge for some protected characteristics groups as identified above could potentially mean these groups will miss out on the benefits of the Cultural Strategy. We propose to mitigate the risk by:

- identifying and inviting representative of those with protected characteristics to sit on the East Herts Cultural Strategic and/or Delivery Group
- working closely with the council’s Equalities and Diversity Officer and established countywide consultative groups to identify these protected characteristics and maximise participation and opportunities for engagement
- using our social media platform to send out positive messages to encourage people from these characteristic to participate
- gathering data/information on these particular groups especially with the New Census 2021 when it is available
- regularly monitoring performance of the Strategy so as to tackle any equalities issues that emerge from time-to-time.

The actions proposed above will ensure that people with protected characteristics are consulted further and their views taken into account when an action plan is developed.

Engagement in cultural activities is influenced by socio-economic background and by where people live. The Public Health England Local Authority profile 2017 confirms that five of the most deprived wards account for 16% of the population, representing around 23,000 individuals. To ensure all people can easily access cultural activities we are aspiring to deliver locally as much as possible and any other ways we can make it easier for them to participate,. This will involve working with community partners to jointly tackle the issues.

It is recommended to work with the council’s Stewardship and Engagement Officer with the Planning Department to take forward the action of embedding arts and culture within new neighbourhoods and garden towns in the district, creating cultural opportunities for residents.

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

Title (of data, research or engagement)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)
East Herts Cultural Strategy Survey	Nov 2020	51 responses showing support for the Strategy. We recognise that some actions, projects and funding bids will benefit from detailed evidence gained through gap analyses and empirical research. Such future work will be carried out by the partners coming together or by the partners' pooling financial re-sources to fund external expertise.	Contact people from black and minority ethnic backgrounds, faith groups and groups supporting the LGBTQ and traveller community to provide feedback on emerging Action Plan.
Analysis of the council's community grants programme	2020/21	Detailed information on the protected characteristics of grant recipients or beneficiaries is not maintained.	Review the approach to grant monitoring.
Consultation with Overview & Scrutiny Committee	Feb 2021	Members identified that we needed to address issues around East Herts' rich natural, cultural and social heritage. We acknowledge that we have gaps in our knowledge especially on our cultural heritage.	Invite people with experience, knowledge and expertise in the district's natural, cultural and/or social heritage to sit on the East Herts Cultural Strategy Delivery group to help develop appropriate actions.

4. Prioritised Action Plan (If applicable)

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
<p>NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.</p>				
<p>Limited information about the needs and experience of individuals with particular protected characteristics.</p>	<p>Engage with people from black and minority ethnic backgrounds to understand any barriers to participation in cultural activities and to build up a better understanding of the needs and interests of people from different backgrounds.</p> <p>Invite feedback from GATE (Gypsy and Travel or Empowerment) charity.</p> <p>Work with the Hertfordshire County Council to develop contacts through the countywide faith group and so engage with faith groups to understand any barriers to participation in cultural activities and to build up a better understanding of their needs and interests as it pertains to culture.</p> <p>Engage with LGBTQ groups and individuals to understand any barriers to participation in cultural activities and to build up a better understanding of their needs and interests as it pertains to culture.</p> <p>Foster relationships with groups supporting people with the gender reassignment protected characteristic and</p>	<p>A better understanding of the needs and experience of the people with particular protected characteristics.</p> <p>Actions to minimise any barriers to participation identified.</p>	<p>Actions included in future iterations of the Cultural Strategy action plan which specifically address access and participation related to people with these protected characteristics.</p>	<p>March 2023</p>

	<p>individuals.</p> <p>Foster relationships with groups supporting people with the pregnancy and maternity protected characteristic.</p>			
<p>Our understanding already indicates under-representation from people with particular protected characteristics.</p>	<p>Invite organisations that work with minority ethnic groups to serve on Cultural Strategy Delivery Group.</p> <p>Invite faith groups to serve on the Cultural Strategy delivery group.</p> <p>Invite organisations that work with people with disabilities and long term conditions to serve on Cultural Strategy Delivery Group. Local Social, group that supports adults with learning difficulties, is already a committed implementation partner.</p> <p>Seek feedback from Age UK Herts on a regular basis during Strategy delivery.</p>	<p>More diverse participants in the Cultural Strategy strategic and delivery groups so as to maximise the inclusive nature of Strategy delivery.</p>	<p>More diverse groups and individuals on the Cultural Strategy strategic and delivery groups.</p> <p>Actions and arts and cultural opportunities in East Herts.</p>	<p>March 2023</p>
<p>Low participation in cultural opportunities by older people, young adults, people with disabilities and people from different faiths and black and minority ethnic backgrounds.</p>	<p>Provide help for groups supporting people with this protected characteristic to access grants and funding from multiple sources.</p>	<p>More opportunities that are targeted at people with protected characteristics and are delivered by them.</p>	<p>Increased participation by people with these protected characteristics and increased local delivery close to home in villages and neighbourhoods using community assets.</p>	<p>March 2023</p>

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: Corinne Crosbourn

Date: 4th February 2021

Leadership Management Team rep or Head of Service:



Jonathan Geall, Head of Housing and Health

Date: 9th February 2021

Author of Equality Impact Analysis: Mekhola Ray, Community Wellbeing Programme Officer and
Jonathan Geall, Head of Housing and Health

Date: 9th February 2021