

## APPENDIX 1

**Equality Impact Assessment**

The Equality Act 2010 replaces the previous anti-discrimination laws with a single Act. It simplifies the law, removing inconsistencies and making it easier for people to understand and comply with it. It also strengthens the law in important ways, to help tackle discrimination and equality. The majority of the Act came into force on 1 October 2010.

Public bodies are required in it to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited under the Act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it, and
- foster good relations between people who share a protected characteristic and people who do not share it.

The public sector Equality Duty came into force on 5 April 2011. The duty ensures that all public bodies play their part in making society fairer by tackling discrimination and providing equality of opportunity for all. It ensures that public bodies consider the needs of all individuals in their day to day work – in shaping policy, delivering services and in relation to their own employees.

The Equality Duty encourages public bodies to understand how different people will be affected by their activities so that policies and services are appropriate and accessible to all and meet different people's needs. By understanding the effect of their activities on different people, and how inclusive public services can support and open up people's opportunities, public bodies are better placed to deliver policies and services that are efficient and effective.

The new equality duty replaces the three previous public sector equality duties, for race, disability and gender. The new equality duty covers the following protected characteristics:

- age
- disability
- gender reassignment
- pregnancy and maternity
- race – this includes ethnic or national origins, colour or nationality
- religion or belief – including lack of belief
- sex
- sexual orientation.

It also applies to marriage and civil partnership, but only in respect of the requirement to have due regard to the need to eliminate discrimination.

Having due regard means consciously thinking about the three aims of the equality duty as part of the process of decision-making. This means that consideration of equality issues must influence the decisions reached by public bodies, including how

they act as employers, how they develop, evaluate and review policies, how they design, deliver and evaluate services, and how they commission and procure from others.

Having due regard to the need to advance equality of opportunity involves considering the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristics
- meet the needs of people with protected characteristics, and
- encourage people with protected characteristics to participate in public life or in other activities where their participation is low.

Fostering good relations involves tackling prejudice and promoting understanding between people who share a protected characteristic and others.

Complying with the equality duty may involve treating some people better than others, as far as this is allowed by discrimination law. For example, it may involve making use of an exception or the positive action provisions in order to provide a service in a way which is appropriate for people who share a protected characteristic.

The Equality Duty also explicitly recognises that disabled people's needs may be different from those of non-disabled people. Public bodies should therefore take account of disabled people's impairments when making decisions about policies or services. This might mean making reasonable adjustments or treating disabled people better than non-disabled people in order to meet their needs.

There is no explicit requirement to refer to the Equality Duty in recording the process of consideration but it is good practice to do so. Keeping a record of how decisions were reached will help public bodies demonstrate that they considered the aims of the Equality Duty. Keeping a record of how decisions were reached will help public bodies show how they considered the Equality Duty. Producing an Equality Impact Assessment after a decision has been reached will not achieve compliance with the Equality Duty.

It is recommended that assessments are carried out in respect of new or revised policies and that a copy of the assessment is included as an appendix to the report provided to the decision makers at the relevant Cabinet, Committee or Scrutiny meeting.

Where it is clear from initial consideration that a policy will not have any effect on equality for any of the protected characteristics, no further analysis or action is necessary.

Public bodies should take a proportionate approach when complying with the Equality Duty. In practice, this means giving greater consideration to the Equality Duty where a policy or function has the potential to have a discriminatory effect or impact on equality of opportunity, and less consideration where the potential effect

on equality is slight. The Equality Duty requires public bodies to think about people's different needs and how these can be met.

### EQUALITY IMPACT ASSESSMENT (EIA)

Directorate:	Communications, Cultural and Civic Services	Lead officer responsible for EIA	Communications, Cultural and Civic Manager
Name of the policy or function to be assessed:	Cultural Strategy 2023-26		
Names of the officers undertaking the assessment:	Communications, Cultural and Civic Manager		
Is this a new or an existing policy or function?	New		
<p><b>1. What are the aims and objectives of the policy or function?</b></p> <p><b>Aim</b></p> <p>To work with people and organisations to protect and enhance cultural activity in the Borough, facilitating networking and skills sharing across cultural and community organisations and reducing the barriers to participation.</p> <p><b>Objectives</b></p> <ol style="list-style-type: none"> <li>1. Culture is celebrated and protected - Opportunities to promote cultural activity from grassroots level up are maximised to create pride in Broxtowe as a culturally rich place.</li> <li>2. Culture is part of everyday life - Culture will be embedded in Broxtowe as part of day to day life, with chances for everyone in our community to take part.</li> <li>3. Cultural helps us prosper - Opportunities for culture to support personal and community development are recognised and acted upon.</li> </ol>			
<p><b>2. What outcomes do you want to achieve from the policy or function?</b></p> <ul style="list-style-type: none"> <li>• Funding options to protect and enhance the Borough's cultural offer have been explored and accessed where appropriate.</li> <li>• Plans are in place to manage Broxtowe's heritage assets in a sustainable way.</li> <li>• Local people value the Borough's cultural landscape to help preserve and develop them for future generations.</li> <li>• Broxtowe is seen as a centre for culture and creativity both locally, and more widely through its European links with the C-City project.</li> <li>• Increased awareness of the Borough's cultural offer</li> <li>• Increased participation and community involvement in cultural activities and their development.</li> </ul>			

Directorate:	Communications, Cultural and Civic Services	Lead officer responsible for EIA	Communications, Cultural and Civic Manager
<ul style="list-style-type: none"> <li>• Engagement with new groups and audiences.</li> <li>• Increased volunteering opportunities through cultural activity.</li> <li>• Partnerships which help realise the benefits of culture on health and wellbeing, as well as skills and training.</li> <li>• New commercial opportunities</li> </ul>			
<p><b>3. Who is intended to benefit from the policy or function?</b></p> <ul style="list-style-type: none"> <li>• Residents</li> <li>• Employees</li> <li>• Volunteers</li> <li>• Partner bodies and organisations</li> <li>• Business community</li> <li>• Local groups</li> </ul>			
<p><b>4. Who are the main stakeholders in relation to the policy or function?</b></p> <ul style="list-style-type: none"> <li>• Residents</li> <li>• Town and Parish Councils</li> <li>• Departments across the Council</li> <li>• Schools</li> <li>• Partner bodies and organisations</li> <li>• Local groups and forums</li> <li>• Special interest groups e.g. D.H. Lawrence society, Hags Farm Preservation Society</li> <li>• Business community</li> <li>• Community groups and organisations</li> <li>• Potential investors</li> <li>• The media</li> <li>• Employees</li> <li>• Elected Members</li> <li>• MPs</li> <li>• Nottingham and Nottingham Trent Universities</li> <li>• Broxtowe Safety Advisory Group (SAG)</li> <li>• Arts and cultural bodies e.g. Arts Council</li> <li>• England, UNESCO City of Literature, Museums' Development East Midlands</li> <li>• Colleagues in the Council's twin town</li> <li>• Gutersloh and other linked European cities.</li> <li>• Sports clubs</li> <li>• Community Committee</li> <li>• Environmental groups including the Green Umbrella Group</li> <li>• Health and wellbeing groups</li> <li>• Community and faith leaders</li> <li>• Arts practitioners</li> <li>• Venues</li> </ul>			

Directorate:	Communications, Cultural and Civic Services	Lead officer responsible for EIA	Communications, Cultural and Civic Manager
<p><b>5. What baseline quantitative data do you have about the policy or function relating to the different equality strands?</b></p> <ul style="list-style-type: none"> <li>• Turnout figures</li> <li>• Museum visitor figures</li> <li>• Research from Arts Council, The Cornerstones of Culture: Commission on Culture and Local Government report</li> <li>• The Museum Development England Annual Museum Survey 2022: East Midlands Report</li> </ul>			
<p><b>6. What baseline qualitative data do you have about the policy or function relating to the different equality strands?</b></p> <ul style="list-style-type: none"> <li>• Ward profiles</li> <li>• Census data</li> </ul>			
<p><b>7. What has stakeholder consultation, if carried out, revealed about the nature of the impact?</b></p> <p>Views from key stakeholders have been sought through meetings and other engagement activities. It is intended that ongoing consultation will take place as the Council broadens its understanding of the cultural and community groups in the Borough.</p>			
<p><b>8. From the evidence available does the policy or function affect or have the potential to affect different equality groups in different ways? In assessing whether the policy or function adversely affects any particular group or presents an opportunity for promoting equality, consider the questions below in relation to each equality group:</b></p> <p>The Cultural Strategy aims to break down barriers to the access of cultural activity and help promote and celebrate the customs and experiences of people from different backgrounds and interests, including equality groups.</p>			
<p><input type="checkbox"/> <b>Does the policy or function target or exclude a specific equality group or community? Does it affect some equality groups or communities differently? If yes, can this be justified?</b></p> <p>No</p>			
<p><input type="checkbox"/> <b>Is the policy or function likely to be equally accessed by all equality groups or communities? If no, can this be justified?</b></p> <p>Yes</p>			

Directorate:	Communications, Cultural and Civic Services	Lead officer responsible for EIA	Communications, Cultural and Civic Manager
<p><input type="checkbox"/> <b>Are there barriers that might make access difficult or stop different equality groups or communities accessing the policy or function?</b></p> <p>The strategy is designed to breakdown any barriers.</p>			
<p><input type="checkbox"/> <b>Could the policy or function promote or contribute to equality and good relations between different groups? If so, how?</b></p> <p>Yes, by broadening the Council's understanding of the different community and cultural groups in the Borough so that the cultural programme can provide as many opportunities as possible to bring people together to celebrate the many diverse cultural activities in the Borough. Culture can also have positive impacts on quality of life including education, economic prosperity, wellbeing and reduction in crime which will support good relations between different groups.</p>			
<p><input type="checkbox"/> <b>What further evidence is needed to understand the impact on equality?</b></p> <p>Further consultation with specific groups to ensure that potential barriers are understood so that positive outcomes can be identified.</p>			
<p><b>9. On the basis of the analysis above what actions, if any, will you need to take in respect of each of the equality strands?</b></p>			
<p><b>Age:</b> Listening and responding to feedback to ensure that this group is engaged. Proactive engagement with appropriate groups and stakeholders who have a special interest in this area.</p>			
<p><b>Disability:</b> Listening and responding to feedback to ensure that this group is engaged. Proactive engagement with appropriate groups and stakeholders who have a special interest in this area.</p>			
<p><b>Gender:</b> Listening and responding to feedback to ensure that this group is engaged. Proactive engagement with appropriate groups and stakeholders who have a special interest in this area.</p>			
<p><b>Gender Reassignment:</b> Listening and responding to feedback to ensure that this group is engaged. Proactive engagement with appropriate groups and stakeholders who have a special interest in this area.</p>			
<p><b>Marriage and Civil Partnership:</b> Listening and responding to feedback to ensure that this group is engaged. Proactive engagement with appropriate groups and stakeholders who have a special interest in this area.</p>			
<p><b>Pregnancy and Maternity:</b> Listening and responding to feedback to ensure that this group is engaged. Proactive engagement with appropriate groups and stakeholders who have a special interest in this area.</p>			
<p><b>Race:</b> Listening and responding to feedback to ensure that this group is engaged. Proactive engagement with appropriate groups and stakeholders who have a special interest in this area.</p>			

Directorate:	Communications, Cultural and Civic Services	Lead officer responsible for EIA	Communications, Cultural and Civic Manager
<b>Religion and Belief:</b> Listening and responding to feedback to ensure that this group is engaged. Proactive engagement with appropriate groups and stakeholders who have a special interest in this area.			
<b>Sexual Orientation:</b> Listening and responding to feedback to ensure that this group is engaged. Proactive engagement with appropriate groups and stakeholders who have a special interest in this area.			

**Executive Director:**

I am satisfied with the results of this EIA. I undertake to review and monitor progress against the actions proposed in response to this impact assessment.

**Signature:**

