

EQUALITY IMPACT ASSESSMENT

Service Area - Arts Development, Legal services, Environmental Health services, Human Resources. etc.

Arts Development

Detailed activity – Development of the Pound Arts Centre, marketing industrial starter units, food hygiene courses, recruitment. etc.

Development of the Pound Arts Centre

Lead Officer – A.N.Other

Nayna Patel and Edwina Lee

Provide a broad description of the detailed activity and explain what the main aims of the activity are

1 What are the aims of the activity?

To establish a regular programme of arts activities, events, projects and workshops for the whole community

2 Which sections of the community will this activity have an impact on?
eg. general population, young people, older people, people with disabilities, ethnic minority groups:

General population

3 How and where will information be disseminated about:

a) The need for the activity? eg Community Strategy, Improving North Wiltshire, People's voice
Arts strategy and action plan, website, leaflets in community accessible places, arts forums

b) Collecting views of particular groups and/or the public? eg People's voice, groups representing ethnic minority groups, organisations such as Age Concern Wiltshire, budget consultation

Monitoring and evaluation of events, performances, customer feedback surveys, audience development projects

c) Details of the activity? (If already existing or if being amended)

Leaflets, website, press releases, news articles, arts bulletins

4 Has any research or consultation been carried out into the need for the activity AND the ability of various community groups to access it?

Consultation has been carried out with current user groups, via artist organisations, individuals and groups. Some people have had access but this area could be improved

5 Has any evidence of access or compliance difficulties emerged as a result of previous monitoring?

- In areas where there has not been the available resource to sustain activity for diverse communities.
- The Arts Centre buildings do not currently comply with current legislation and do not provide facilities to meet the needs of existing or potential users.

The District Council, as the owner of the building, has committed funds to enable works to be carried out (commencing 2005/06) that will ensure that buildings are fully accessible and will comply with current legislation.

The Pound Arts Trust has a business plan that explains how the service delivery issues will be addressed.

The Trust's mission statement is: 'The organisation exists to meet the arts and cultural needs of communities in North Wiltshire through a fully accessible quality arts programme of performance, participation, education, exhibition and outreach.' One of its key aims and tasks for 2005-2010 is: 'Reaching out to people of all ages, abilities, circumstances and interests throughout the district through the arts.'

6 Does the activity have the potential to lead to: Yes No

a) direct or indirect discrimination

Yes potentially, if the short/medium/long term key actions and tasks are not delivered. The District Council is in the process of setting up a service level agreement with the Trust. The Agreement will include a review mechanism whereby performance against the business plan's key aims and tasks will regularly monitored and measured.

b) an adverse affect or other negative impact upon any community group

Yes

Answer as per 6 above.

No

c) a disproportionately positive impact on one community group over another?

Yes How?

No

7 If there is likely to be direct or indirect discrimination, or a disproportionately positive impact on any particular group, can this be justified? Please state how (eg statutory, results from monitoring, other evidence etc)

8 If (in 7) it cannot be justified, please state what measures, and/or reasonable adjustments (eg the DDA), will be put into place to address the in-equality

Possible ongoing training

9 Is there an opportunity to promote equality of opportunity and good community relations through the activity?

Yes.

10 Will there be a requirement for equality/diversity training to equip staff to deliver the activity?

DDA will be addressed when the building is redeveloped. Equalities/diversity training will be required for the new workforce.

11 Does the information available about this activity need to be revised? (eg literature, website, internal documents, etc)

yes to update as developments take place

12 Please explain what forms of consultation you will be using or have used to inform the answers you have given above?

Questionnaires, face to face with users groups and clients,

Yes through project development

