

Equality Analysis Form / EqIA

By completing this form you will provide evidence of how your service is meeting Stroud District Council's General Equality duty:

The Equality Act 2010 states that:

A public authority must, in the exercise of its functions, have **due regard** to the need to –

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act 2010;***
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;***
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.***

The protected characteristics are listed in Question 9

Stroud District Equality data can be found at:

<https://inform.goucestershire.gov.uk/equality-and-diversity/>

Please see Appendix 1 for a good example of a completed EIA.

[Guidance available on the HUB](#)

1. Persons responsible for this assessment:

Name(s): Keith Gerrard	Telephone: 07955 988871
	E-Mail: keith.gerrard@stroud.gov.uk
Service: Fit for the Future	Date of Assessment: 05/03/2024

2. Name of the policy, service, strategy, procedure or function:

Cultural Strategy Update

Is this new or an existing one? New

3. Briefly describe its aims and objectives

The aim is to produce strategic framework which supports cultural, creative and arts activity in the district. This report is sets out a framework for progress ahead of the Strategy being presented to Community Services and Licensing Committee at a later date.

The final strategy should unlock ways for creativity to contribute to a greener, healthier, and more prosperous district for the generations to come. It should contribute to and enhance other work which the Council and its partners are doing and articulate a vision which will use culture

to transform the district, making it more attractive to live, work, visit and invest in

The brief identified seven outputs:

1. Drive growth in culture and creativity, making the case for investment.
2. Innovate and showcase cultural excellence
3. Reach out across the district, strengthen and celebrate links and relationships
4. Maximise the social benefits of investment in culture
5. Demonstrate the legacy of cultural activity, taking an evidence-based approach
6. Foster connectivity, capacity and collectiveness to deliver cultural activity
7. Embed environmental sustainability

4. Are there external considerations? (Legislation / government directive, etc)

No

5. Who is intended to benefit from it and in what way?

This initiative will potentially benefit all citizens and communities as the council builds its skills, knowledge and experience. There will be particular opportunity for voluntary and community sectors groups to be supported to grow and achieve sustainability.

6. What outcomes are expected?

In commissioning this work the district council was clear that it was looking for a community-led cultural strategy that will build on the whole district's heritage and sense of local identity.

The cultural strategy would seek to harness existing strengths and create a blueprint or route map which would help create a place where people feel confident and able to engage with cultural activities.

The strategy should strengthen communities, inspire personal achievement, create happiness, a sense of well-being and facilitate community cohesion and local economic activity.

7. What evidence has been used for this assessment? (e.g. Research, previous consultations, Inform (MAIDEN); Google assessments carried out by other Authorities)

The framework report, the consultation process and the assessment of Equality Impact has been shaped and informed by the work of 64 Million Artists. 64 Million artists is one of the leaders in providing advice to the public and voluntary sector in the UK around Everyday Creativity. It is an organisation which believes that through creativity we can make positive change in our lives and the world around us. It has previously worked nationally on research and policy with Arts Council Wales, Arts Council England, King's College London and University College London and has led co-created community projects with Coventry and Hull as UK Cities of Culture and with Rotherham as the UK Children's Capital of Culture. They have drawn on this experience here

The importance of effective and consistent community engagement is well documented, for example by the Local Government Association New Conversations Guide to Community Development.

8. Has any consultation been carried out? See list of possible consultees

Consultation has taken place with:

- Elected members including through two all members briefing workshops and a cross party members panel which has met three times,
- Cultural and voluntary sector organisations from across all parts of the districts through a number of consultation workshops and one to one meetings,
- Collaboration events and opportunities for members, officers and arts organisations to work together. Including Stroud Brewery 6 June 2023 and Museum in the Park on 1 March 2024

Approximately 150 individual residents in one to one and small groups sessions and through a community panel, which has met three times.

9. Could a particular group be affected differently in either a negative or positive way?

(Negative – it could disadvantage and therefore potentially not meet the General Equality duty;

Positive – it could benefit and help meet the General Equality duty;

Neutral – neither positive nor negative impact / Not sure)

Protected Group	Type of impact, reason and any evidence (from Q7 & 8)
Age	<p>The district has a population of circa 121,103 people which are broken down into the following age categories:</p> <p>Aged 0-4 – 5,643 Aged 5-19 – 20,200 Aged 20-64 – 67,030 Aged 65+ - 28,230</p> <p>All age groups should benefit from the Cultural Strategy because access to cultural activity is being enabled, and promoted so that everyone can be involved.</p>
Disability	<p>Positive: accessibility, inclusion and equality will be promoted by the Strategy organisations and individuals will gain skills in adapting opportunity and so that they are truly accessible to the communities involved.</p> <p>The Strategy should lead to a culture where people that have been traditionally not involved can be supported to take part.</p>
Gender Re-assignment	<p>Positive: the strategy aim to improve the way the council engages with all communities (not just geographical) and to allow people to have a voice and participate in the way that works best for them. Accessibility and confidentiality will help to create safety.</p>
Pregnancy & Maternity	Neutral
Race	<p>Positive: accessibility, inclusion and equality will be promoted by the Strategy and officers will gain skills in adapting engagement events and consultation so that they are truly accessible to the communities involved.</p>
Religion – Belief	<p>Positive – the Strategy will enable engagement with communities in a way that respects religion and beliefs and empowers people to feel they can be involved, not marginalised.</p>
Sex	<p>Positive – the Strategy will support equality between voices of people of different sexes without giving more weight or value to one sex.</p>

Sexual Orientation	Positive – people should feel more able to become involved and engaged in cultural activities and to be heard openly or in confidence.
Marriage & Civil Partnerships (part (a) of duty only)	Neutral
Rural considerations: ie Access to services; transport; education; employment; broadband;	Recognising and addressing rural considerations and geographic isolation is specifically referenced in the framework document with this report; however, accessibility of cultural activities and consultations will be considered as part of the embedding process.

10. If you have identified a negative impact in question 9, what actions have you undertaken or do you plan to undertake to lessen or negate this impact?

Please transfer any actions to your Service Action plan on Excelsis.

Action(s):	Lead officer	Resource	Timescale

Declaration

I/We are satisfied that an Impact Assessment has been carried out on this policy, service, strategy, procedure or function * (delete those which do not apply) and where a negative impact has been identified, actions have been developed to lessen or negate this impact.

We understand that the Equality Impact Assessment is required by the District Council and that we take responsibility for the completion and quality of this assessment.

Completed by: Keith Gerrard	Date: 05.03.24
Role: Strategic Director of Communities	
Countersigned by Director: 	Date: 05.03.24

Date for Review: Please forward an electronic copy to policy@stroud.gov.uk