

Equality Impact Assessment (EqIA)

Section 1 - Data Checklist

When undertaking an EqIA for your policy or project, it is important that you take into consideration everything which is associated with the policy or project that is being assessed.

The checklist below is to help you sense check your policy or project before you move to Section 2.

		Yes/No	Please provide details
1	Have there been any complaints data related to the policy or project you are looking to implement?	No	
2	Have all officers who will be responsible for implementing the policy or project been consulted, and given the opportunity to raise concerns about the way the policy or function has or will be implemented?	Yes	Officers mostly likely to be involved in implementing the strategy have been involved in all stakeholder discussions. Officers in adjoining teams attended workshops to understand and input into the proposals. All staff were also invited to be consulted. In addition, officers representing legal, finance and procurement as well as officers who are responsible for workstreams which align to the strategy have been consulted.
3	Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?	No	Many consultees have expressed positivity towards increased representation offered by the strategy.
4	Do you have any concerns regarding the implementation of this policy or project? <i>(i.e. Have you completed a self-assessment and action plan for the implementation of your policy or project?)</i>	No	The partnership delivery model offers resilience, ownership and transparency along with opportunities for challenge from multiple perspectives.

		Yes/No	Please provide details
5	Does any accessible data regarding the area which your work will address identify any areas of concern or potential problems which may impact on your policy or project?	Yes	<p>A robust evidence base has been collated which includes the key equality impact elements outlined in 10 – 18. The strategy and subsequent actions have been designed to reflect these findings.</p> <p>Data from sources such as Arts Council England, DCMS and the Audience Agency explore levels of participation and engagement in cultural activities, including the barriers and differences between people based on characteristics such as age. Census data demonstrates the demographic composition of Winchester district residents, allowing a whole picture to be formulated. Winchester district residents are more culturally engaged than the local and national average (Arts Council England, Active Lives Survey) and are in better health than average (Census 2021). Winchester district has a higher proportion of white, Christian residents than the national average (Census 2021), although this has shifted slightly in recent years. As there are smaller proportions of underrepresented groups in Winchester district, they may be more hesitant to engage, which is why a collaborative and strategic approach is required.</p> <p>See: Equality Analysis - 10 year strategy 2020-30 2.pdf</p> <p>Equality, Diversity and Inclusion: A Data Report, 2020-2021 Arts Council England</p> <p>In 2020/21, Arts Council England data shows that for the cultural and creative workforce:</p> <ul style="list-style-type: none"> • 49% were women • 14% were Black, Asian, and Ethnically Diverse • 10% were LGBTQ+ • 7% were disabled

		Yes/No	Please provide details
			<p>This compares to the Office for National Statistics for the percentages of working age population in England for the same period:</p> <ul style="list-style-type: none"> • 50% were women • 17% were Black, Asian, and Ethnically Diverse • 3% were LGBTQ+ • 23% were disabled <p>Data from The Audience Agency - showed that for 2020/21, 7% of audiences responded 'yes' to having a disability, 7% described their ethnicity as 'Mixed', 'Asian or Asian British', 'Black or Black British', or "Other", and 64% of total audiences were female.</p> <p>See: 'Creative and Cultural Lives Survey' Arts Council England</p>
6	Do you have any past experience delivering similar policies or projects which may inform the implementation of your scheme from an equality impact point of view?	Yes	This workstream is led by the Cultural and Creative Sector Development Officer who has over ten years' experience of operating in the cultural and creative sector. The work is overseen by the Service Lead and Corporate Head of Service who provide support and guidance in this regard.
7	Are there any other issues that you think will be relevant?	No	

Section 2 – Your EqlA form

Directorate: Economy & Community	Your Service Area: Economy & Tourism	Team: Tourism	Officer responsible for this assessment: Andrew Gostelow	Date of assessment: 08/02/24
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	Question	Please provide details
1	What is the name of the policy or project that is being assessed?	Winchester District Cultural Strategy
2	Is this a new or existing policy?	This strategy succeeds the previous cultural strategy which was developed in 2014.
3	Briefly describe the aim and purpose of this work.	<p>The Cultural Strategy provides an overarching and coordinated vision to ensure the district develops, promotes and celebrates its cultural offering.</p> <p>It aims to create the conditions for partnership within the cultural sector, and with other sectors, offering the opportunity for shared skills, knowledge and resources. It recognises that a robust, collaborative, and cohesive partnership across the sector offers the best possible chance of success.</p> <p>Delivery will align with the priorities of:</p> <ul style="list-style-type: none"> • Partnership • Education and young people • Placemaking • Economy & creative industries • Events and festivals

		<p>The strategy focusses on five core values:</p> <ul style="list-style-type: none"> • Inclusive • Collaborative • Ambitious • Resilient • Distinctive
4	What are the associated objectives of this work?	<p>The objectives of the Strategy are to:</p> <ul style="list-style-type: none"> • articulate Winchester district's cultural offer and the benefits it provides, • embolden the sector to work collaboratively and, • act as a lever to attract investment.
5	Who is intended to benefit from this work and in what way?	<p>The district's residents and visitors will benefit from a more cohesive cultural offer and the community and wellbeing benefits this will bring about. By experiencing and participating in cultural and creative activity, physical and mental health can be improved, community cohesion and sense of belonging can be enhanced, and opportunities for leadership and employment are also determinants for health outcomes.</p> <p>Organisations and practitioners operating in the sector will benefit from working towards an agreed set of priorities which collectively support growth and resilience.</p>
6	What are the outcomes sought from this work?	<ul style="list-style-type: none"> • Development of robust partnerships delivering collaborative activity leading to a more resilient sector in terms of resource, investment and programming. • A diverse and inclusive cultural offer which empowers people, supports creative industries, nurtures events and festivals and puts creativity at the heart of the place.

7	What factors/forces could contribute or detract from the outcomes?	<ul style="list-style-type: none"> • Organisations may not be able or willing to remain active in the partnership or support the delivery aims and priorities of the Strategy. • Economic and social changes effect consumer choices • The smaller underrepresented groups in Winchester district, may not have the capacity, skills, or motivation to engage in cultural activity
8	Who are the key individuals and organisations responsible for the implementation of this work?	A stakeholder group has been formed which broadly represents the sector. The action plan assigns organisations who have agreed to lead on elements of the strategy. The Council is a partner in this delivery.
9	Who implements the policy or project and who or what is responsible for it?	<p>The council's Culture and Creative Sector Development Officer will implement the Strategy in partnership.</p> <p>Service Lead Economy & Tourism will be responsible for monitoring the implementation of the Strategy on behalf of the council.</p>

		Please select your answer in bold . Please provide detail here.		
10a	Could the policy or project have the potential to affect individuals or communities on the basis of race differently in a negative way?	Y	N	
10b	What existing evidence (either presumed or otherwise) do you have for this?	<p>As per the 2021 census, people identifying as Black represent 0.6% of Winchester district residents; Asian: 3.3% Mixed: 1.6% 'other': 0.7%. Whilst generally lower than the national averages, these figures are increasing, in some cases, more than double the number identified in 2011. With the exception of 'white' which decreased by 2%.</p> <p>The strategy recognises and is considerate of different races and aims to increase representation in cultural engagement and cultural workforce. Partners will adopt an anti-racist mindset. Where language is identified as a barrier, translation or interpretation will be sought.</p>		
11a	Could the policy or project have the potential to affect individuals or communities on the basis of sex differently in a negative way?	Y	N	
11b	What existing evidence (either presumed or otherwise) do you have for this?	<p>According to the 2021 census, 51% of Winchester residents identify as female, 49% male.</p> <p>The strategy recognises and is considerate of individuals and communities on the basis of sex and aims to increase equal representation in cultural engagement and cultural workforce.</p>		
12a	Could the policy or project have the potential to affect individuals or communities on the basis of disability differently in a negative way?	Y	N	

12b	What existing evidence (either presumed or otherwise) do you have for this?	<p>15.4% of Winchester residents are disabled under the Equality act, lower than the England average (Census 2021).</p> <p>The strategy recognises that physical and digital accessibility are fundamental to cultural engagement, both for practitioners and users. Appropriate employment opportunities including recruitment, training and day to day arrangements should be in place to ensure that the sector is accessible to all practitioners. The strategy encourages appropriate programming to ensure that culture is accessible to all users. Examples include venues being as accessible as possible including step free access and parking where possible. This is also proven to improve access for families, particularly those with pushchairs and very young children who cannot navigate stairs, further increasing accessibility for audiences. Partners will continue their efforts to improve in these areas. A review of marketing methods is also suggested within the strategy, this includes the creation of accessibility statements.</p> <p>See: Making a Shift Arts Council England</p>		
13a	Could the policy or project have the potential to affect individuals or communities on the basis of sexual orientation differently in a negative way?	Y	N	
13b	What existing evidence (either presumed or otherwise) do you have for this?	<p>3.34% of residents (aged 16 years and over) in Winchester district identify as lesbian, gay, bisexual, or other (LGB+) (Census 2021).</p> <p>The strategy recognises and respects different sexualities and aims to grow and build a positive relationship with the LGBTQ+ community. Events and festivals can celebrate and create positive role models and where appropriate, sexual orientation will be kept confidential.</p>		
14a	Could the policy or project have the potential to affect individuals on the	Y	N	

	basis of age differently in a negative way?			
14b	What existing evidence (either presumed or otherwise) do you have for this?	<p>Young people (30% of Winchester district residents are under 25 years old, Census 2021) are currently under-served by the cultural offer.</p> <p>A priority seeks to address this imbalance. A review of marketing methods is also suggested within the strategy, ensuring language and platforms are reaching a broad age-range.</p>		
15a	Could the policy or project have the potential to affect individuals or communities on the basis of religious belief differently in a negative way?	Y	N	
15b	What existing evidence (either presumed or otherwise) do you have for this?	<p>According to the 2021 census, 42% of Winchester district residents identified as having no religion and 48% Christian (higher than England average). 0.6% identify as Buddhist which is also higher than the England average. Hindu: 0.7%, Jewish: 0.2%, Muslim 0.7%, Sikh: 0.1%, 0.5%, whilst these are lower than the national averages, figures are increasing, in some cases, more than double the number identified in 2011.</p> <p>The strategy recognises and is considerate of different religious beliefs and aims to increase representation in cultural engagement, cultural workforce, events and festivals.</p>		
16a	Could this policy or project have the potential to affect individuals on the basis of gender reassignment differently in a negative way?	Y	N	
16b	What existing evidence (either presumed or otherwise) do you have for this?	<p>0.42% of residents (aged 16 years and over) in Winchester district have a gender identity different from their sex registered at birth.</p> <p>Partners are encouraged to use gender-neutral language and use pro-noun identifiers on emails to reduce mis-gendering.</p>		
17a	Could this policy or project have the potential to affect individuals on the	Y	N	

	basis of marriage and civil partnership differently in a negative way?			
17b	What existing evidence (either presumed or otherwise) do you have for this?	According to the 2021 census, 50.6 % of Winchester district residents are married or in a registered civil partnership, 2% less than in 2011.		
18a	Could this policy or project have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way?	Y	N	
18b	What existing evidence (either presumed or otherwise) do you have for this?			
19	Could any negative impacts that you identified in questions 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics?	Y	N	
20	Can this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected characteristic.	Y	N	Race: Sex: Disability: Sexual orientation: Age: Gender reassignment: Pregnancy and maternity: Marriage and civil partnership: Religious belief:
21	How will you mitigate any potential discrimination that may be brought about by your policy or project that you have identified above?	If potential discrimination is identified, the strategy will respond accordingly.		

22	Do any negative impacts that you have identified above impact on your service plan?	Y	N	
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Signed by completing officer	Andrew Gostelow
Signed by Service Lead or Corporate Head of Service	Susan Robbins