West Somerset Council

Equality Impact Analysis Record Form 2012

When reviewing, planning or providing services West Somerset Council needs to assess the impacts on people.

We must show we have given due regard to the General Equality Duties in relation to our policies, strategies, services and functions as set out in Section 149 of the Equality Act 2010:

The three aims we must have due regard for:

- Eliminate discrimination, harassment, victimisation
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

<table>
<thead>
<tr>
<th>Service Area: Community</th>
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<table>
<thead>
<tr>
<th>Title of policy/ practice/ service of function</th>
<th>Proposed reduction in funding to ARTLife</th>
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Section 1 Why are you completing the Impact Assessment (please √ as appropriate)

<table>
<thead>
<tr>
<th>Proposed new policy or service</th>
<th>Change to policy or service</th>
<th>Budget/Financial Decision</th>
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Section 2: About the Service/Policy Decision

ARTlife is a consortium of 9 voluntary and statutory organisations that have an interest in or responsibility to deliver arts and cultural activity. ARTlife works to provide access to the arts for the people of West Somerset.

In April 2000, the Council’s arts service was devolved to ARTlife in a partnership agreement. The partnership delivers an arts development service that assists West Somerset Council achieve their vision and priorities.

The initiatives that ARTlife supports and enables contribute to tourism, economic regeneration, social cohesion, and to underpinning the local activism that makes small rural communities sustainable.

For the life of the 3 year partnership the focus of the service, will be to enhance the quality and range of cultural opportunities available to: young people and children, older people, disabled people and people suffering an economic disadvantage.

The service falls into two parts:
• Core service  
• Project & development work

Core Service Aims

• To increase opportunities for residents and visitors to participate in and enjoy the arts  
• To ensure that the cultural needs of West Somerset are understood and acted upon by other agencies  
• To foster and develop the principles of the West Somerset Arts Consortium

Development Aim

• To create a central role for the arts in the cultural, social and economic regeneration of West Somerset, particularly targeting people who are denied equal access to resources.

The ARTlife partnership provides a service to all residents and tourists. Groups that receive particular benefit include children and young people, older people, disabled people, people suffering an economic disadvantage, those in very rural communities.

Section 3 Information about the change to the service (explain the proposal and reason for the change)

The Council adopted a budget strategy in November 2011, which included low level savings for 12/13 & 13/14.

The financial settlement for West Somerset means that the Council needs to make considerable savings over the next few years.

At the meeting of Cabinet on 1st February, 2012 a proposal was made to reduce the funding to ARTLife by 13.98%. In other words a reduction from £14,700 to £12,645

The final decision on the budget proposal will be made on the 29th February 2012.

Section 4: What evidence has been used in the assessment? (List the consultation/engagement undertaken and data or intelligence you have gathered.)

All the organisations currently in receipt of grant funding were notified in October 2011 that funding reductions were to be expected and asked to complete a feedback form to outline the likely impact.

A follow up meeting was held with Tracey Roberts and Ray Tew from ARTLife on the 3rd February, 2012 to discuss the impact of the proposed cut on the organisation.

Information Provided for Assessment

Partnership Agreement and SLA  
Performance information submitted by ARTlife – 2010-11 PIs  
Annual Report 2010-11
Report from Minehead Youth Theatre (ARTlife grant recipient)
Somerset Social Impact Study of the Arts – ref: Take Art’s Older People's dance project (pp62-73) - attached
www.creativesomerset.com - a new creative sector business and community website

ARTlife performance indicators for the year show approximately:
- 3,000 participations by children and young people
- 5,000 participations by the over 60s
- 6,000 participations by people living in areas of multiple deprivation (as defined by the Health & Social Needs in Somerset rankings)

Section 5: What are the community impacts of your proposal?

During the 2010-11 financial year there were approximately 43,000 individual visits to arts events and initiatives in West Somerset as a direct result of the partnership with West Somerset Council. This includes people who don’t normally have access to the arts; those in very rural areas, individual creatives making a living from the arts; visitors and West Somerset.

Several major projects led by Somerset Art Works, Somerset Film and Take Art, and funded from national sources (e.g. Lottery and NHS), added to these figures with work targeted at vulnerable groups. E.g. – Social Impact Study evaluation of Take Art’s Time to Move project, which aimed to help older people increase their physical ability and confidence and to avoid injury from falls, says: “66.7% of respondents said that the class definitely or perhaps increased their confidence. It increased their confidence through: performance, having something to talk about with other people, being comfortable in a group, distracting thoughts from problems at home, revealing skills they didn’t know they had, making them feel more mobile, making them feel happier and stronger in their bodies.” (Take Art ‘Time to Move, Dance & Older People’, in Sedgemoor and West Somerset; £190,930)

**Groups that receive specific targeted benefit from current services:**

- **Children, young people and families**, e.g. Take Art’s Start programme for pre-school children and their families; and Minehead Youth Theatre’s work with 11+ age range
- **People with disabilities** (inc learning disability and mental health needs), e.g. supporting Mind in West Somerset with a grant to continue an art club for its users
- **People in deprived wards/parishes**, e.g. Take Art’s Live scheme brings live performance to village hall audiences that might not otherwise have access to the arts
- **Rural isolated communities**, e.g. re-invigorating the Coleridge Way, connecting communities from the Quantock Hills to Exmoor, and adding value to the tourism offer.
- **Older people**, e.g. Take Art’s ongoing health work (in partnership with the Health Authority) to increase older people’s confidence and physical resilience through dance projects.
- **Low income families**, e.g. Family Connections in Williton (run by Somerset Film) bringing hi-tech digital arts to the community and leaving behind a legacy of equipment.
- **Creative Industries practitioners/businesses**, e.g. Creatives Uncovered (with Making the Links) helping raise the profile of creatives working in isolation, through new networking meetings, a new website for the whole county, and a feasibility study on shared workspace needs.

It is likely that there will be a disproportionate effect on these groups as funding from all sources
continues to be reduced.

Cuts made by SCC at the beginning of 2011-12 have already affected the KSOs. ARTlife’s continued, albeit reduced, support of these organisations helps retain their input to the district. Without ARTlife to broker these relationships, there will be further impact on the communities we serve, e.g. fewer opportunities for communities to participate and for local creatives to be employed; leading to a poorer economy, and increased social isolation/deprivation.

E.g. Take Art’s ‘Little Big Bang’ pre-school age programme brings creative professionals into key Somerset Children’s Centres to work as part of their professional teams and supports children’s visits to arts venues.

“…children with access to creative learning in early years education are more likely to succeed in adult life by developing the skills they need to perform in the work place and wider society as entrepreneurs and citizens. Contributors to Born Creative point out that vital skills for the modern workplace such as the ability to question, make connections, innovate and reflect critically are best developed early in life through creative and play-based learning.

The collection warns that a move away from creative learning and cultural access for early years could lead to a whole generation of young people growing up without having had access to the arts and developing the skills that creative learning encourages. This is not something that can be fixed once public finances are restored.”

(http://www.creativitycultureeducation.org/data/files/born-creative-web-3-253.pdf)

ARTlife has taken on an increasingly wider role in the district as part of economic regeneration initiatives (e.g. helping Minehead Development Trust to raise £51,000 for the Old Hospital feasibility) and tourism activities (bringing back together the original partners in the Coleridge Way to generate new projects).

We are also involved in the countywide Creative Somerset process - a new consortium of arts organisations and the creative business sector that will act as a point of contact and a conduit for funding; develop a Creative Apprenticeships scheme and support emerging leaders; and support and develop existing leaders in the county.

Without an arts service, West Somerset communities (individuals, voluntary groups and creative businesses) risk missing out on opportunities to participate in the arts and culture, with all the benefits that brings:

Arts projects and events are uniquely engaging because of their combination of vividness, freedom of expression, emotional connection and social meaning. All of our case study projects stirred strong positive emotions. For example, 90% of respondents from Time to Move said that they loved the class. 10% said that they liked it. None gave mixed or negative responses. All children in the Safe Routes said that they liked or loved the arts project. These are important statistics since enjoyment is known to increase engagement and learning.

Our review of the social impact of the arts proposed a new theory of the social impact of the arts: that arts activities meet peoples’ Basic Psychological Needs for Autonomy, Competence and Relatedness without which they are unable to take up opportunities that are presented to them, whether personal, social, economic or financial. This empowerment process is of direct relevance to local authorities’ policy agendas.” (Somerset Social Impact Study, 2009).

The steep reduction in funding since 2007 (from £70k to £14,700 this year) has meant that ARTlife cannot fund a full time member of staff (hence no major project work has been possible). We have relied on grant recipients and KSOs to deliver work to key communities. This has mostly
concentrated on children and young people (Somerset Film’s Family Connections project; and local grants) and active older people and those in care (e.g. Take Art’s Step Change dance project).

ARTlife’s volunteer Board members have taken on some of the strategic work and partnerships across the county, which the part time Coordinator no longer has the capacity to manage.

Some project work has still been possible, where additional funding is available. ARTlife is working in a new partnership with Bridgwater Arts Centre, the Regal Theatre, Theatre Melange and Take Art, with Arts Council England funding. **From the Ground Up** is delivering £47k of work across West Somerset and Sedgemoor helping volunteer-run arts groups and those working professionally in the creative sector, to work together better and to develop leadership skills relevant to the current climate.

ARTlife is also fundraising based on outcomes of the feasibility study into revitalising the **Coleridge Way**. This fundraising will probably lead to delivery in 2012/13.

This project funding will not replace WSC investment, or provide an arts service, but it does enable us to maintain links with priority groups and communities, to keep a profile in the county and to respond to new opportunities as they arise.

### 5.1. Equality Impact Assessment

With reference to the analysis above, for each of the ‘protected characteristics’ in the table below please record your conclusions with evidence around equality impact in relation to the savings proposal/service change.

<table>
<thead>
<tr>
<th>Protected Group</th>
<th>Findings – Highlight potential negative impact or missed opportunities for promoting equality</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age (includes all age groups)</td>
<td>People from all ages receive targeted benefit from the services provided by ARTLife. Of particular note is the pre-school age project and the Minehead Youth Theatre work with 11+ age range also the Time to Move project aimed at the over 60s.</td>
</tr>
<tr>
<td>Disability (includes mental health, physical &amp; sensory)</td>
<td>ARTLife provides a grant to MIND West Somerset to continue an art club for its users</td>
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<tr>
<td>Gender (Sex)</td>
<td>None identified</td>
</tr>
<tr>
<td>Gender reassignment</td>
<td>None identified</td>
</tr>
<tr>
<td>Marriage and civil partnership (discrimination)</td>
<td>None identified</td>
</tr>
<tr>
<td>Pregnancy and maternity</td>
<td>None identified</td>
</tr>
<tr>
<td>Race (includes ethnic origins, colour and nationality)</td>
<td>None identified</td>
</tr>
<tr>
<td>Religion and belief including non-belief</td>
<td>None identified</td>
</tr>
<tr>
<td>Sexual orientation (includes heterosexual, gay, bisexual)</td>
<td>None identified</td>
</tr>
<tr>
<td>----------------------------------------------------------</td>
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</tbody>
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Non-statutory

<table>
<thead>
<tr>
<th>Socio-economic (low income individuals &amp; families)</th>
<th>Family Connections in Williton (run by Somerset Film) bringing hi-tech digital arts to the community and leaving behind a legacy of equipment</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rural Isolation (West Somerset is a rural district with poor transport networks which can affect the way we deliver services)</td>
<td>Take Art’s Live scheme brings live performance to village halls audiences who might not otherwise have access to the arts.</td>
</tr>
<tr>
<td>Other (Are there other groups other than those already considered e.g. carers, staff)</td>
<td>The Council grant directly funds the ARTLife co-ordinator.</td>
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</table>

5.2: What is the cumulative equality impact of your proposal?

You may have identified an impact on the lives of a group as a result of your individual savings proposal. However, taken together with other savings changes the cumulative impact of these decisions may be considerable and the combined impact may not be apparent where decisions are taken in isolation.

The Budget also proposes reduction in grant contributions to other organisations providing services to groups benefiting from those provided by ARTLife.
Section 6: ACTION PLAN
This table must be completed where all negative impacts have been identified, and the steps that could be taken to mitigate this impact or to promote improved equality of opportunity or good relations.

<table>
<thead>
<tr>
<th>Identified Issue/Negative Impact</th>
<th>Action needed to mitigate impact</th>
<th>Who is responsible</th>
<th>Expected outcomes from carrying out action</th>
</tr>
</thead>
<tbody>
<tr>
<td>The reduction of funding will affect the ability to deliver an arts service.</td>
<td>Impact of funding reductions need to monitored as the full impact of dis-investment will not materialise immediately</td>
<td>Angela Lamplough/Sam Rawle</td>
<td>Understanding of impacts and information used for future budget/financial decisions</td>
</tr>
</tbody>
</table>
Section 7. Monitoring and review/ mainstreaming into service plans

Please indicate whether any of your actions have been added to service or work plans and your arrangements for monitoring and reviewing progress/ future impact?

We will monitor closely the impact of the Council’s funding decisions on the organisations affected and review future funding in good time to feed proposals into the 2013/14 budget.

Section 8: Publishing the completed assessment

How will the assessment, consultation & outcomes be published and communicated.

All information will be published on WSDC web site.

Section 9: Sign Off

<table>
<thead>
<tr>
<th>Completed by:</th>
<th>Sam Rawle</th>
</tr>
</thead>
<tbody>
<tr>
<td>Date:</td>
<td>16/2/2012</td>
</tr>
<tr>
<td>Reviewed by:</td>
<td>Bruce Lang</td>
</tr>
<tr>
<td>Date:</td>
<td>17/2/2012</td>
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</tbody>
</table>
Decision-making processes

Where linked to decision on proposals to change, reduce or withdraw service/ financial decisions/ large-scale staffing restructures

Attached to report (title): Budget Report 12/13

Date of report: 29th February, 2012

Author of report: Graham Carne

Audience for report e.g. Council

Outcome from report being considered