

EQUALITY IMPACT ASSESSMENT

Cut Major Events budget grant for Birmingham
International Dance Festival

Reference: EIA000321



 **RESET**

 **RESHAPE**

 **RESTART**

EIA Form – About your EIA

Reference number	EIA000321
Date Submitted	30/01/2024
Subject of the EIA	Cut Major Events budget grant for Birmingham International Dance Festival
Brief description of the policy, service or function covered by the EIA	£0.305m funding cut towards delivery of the biennial dance festival coordinated by FABRIC Dance Agency. A biennial 'signature' festival running since 2008. Co funded by Arts Council England and sponsors including B'Ham Hippodrome reaching over 20,000 people engaging live and digitally plus over 4,000 for workshops and 552 webinar delegates. It is hoped that a new festival will incorporate dance going forward
Equality Assessment is in support of...	["Amended service", "Amended function"]
How frequently will you review impact and mitigation measures identified in this EIA?	Six months
Due date of the first review	2024-07-29

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["City Operations"]
Division	Neighbourhoods
Service area	Cultural Development & Tourism
Budget Saving	Yes

Officers

Responsible officer	Symon Easton
Accountable officer	Chris Jordan

Data Sources

Data sources	["Interviews", "Quantitative data (please specify in the box below)", "Relevant research", "Relevant reports/strategies"]
Data source details	BIDF Monitoring and Evaluation Reports Q:\Cultural Development\Festivals\BIDF Grant funding returns including Festival Evaluation Monitoring Reports



Protected Characteristics

Protected Characteristic – Age	
Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["0-9 years", "10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]
Please describe the impact to the age characteristic	<p>The International Dance Festival reached many different age groups - but particularly young people 0-19 years - through performing and free activities which will now cease unless alternative funding is secured by the organisers. Basically the cut in funding directly correlates to a reduction in dance engagement activity provided in the lead up to and during the BDF. The priority groups targeted through learning and participation include:</p> <ul style="list-style-type: none"> • Young dancers, both disabled and non disabled – from Birmingham and the wider region, through extensive regional youth dance networks. • Schools participants – connecting with organisers schools’ networks and reflecting the diversity of the city region • Adult dance participants of all backgrounds – attracted through festival promotions and FABRIC classes, to workshops and social dance events in Festival Square • Community based dance groups – as participants in the community stage programme, engaged through regional call outs and established partner networks • Low engaged communities – engaged through trusted community gatekeepers as part of co-produced programmes in local settings. <p>Previous evaluation shows that of the 23,000 target audience 44% of audiences were Birmingham residents and 65% of audiences were under 44 yrs. BDF showcases young dance talent such as a mass inclusive youth dance project, Critical Mass, with 300 young people with and without disabilities, drawn from grass roots networks across the five sub-regions of the West Midlands.</p>
How will you mitigate against any negative impact to the age characteristic?	Seek alternative funding to keep a Birmingham Festival alive which will include a dance element. It is proposed that any future festival will incorporate a dance element (including engagement from young people 0-19 years) where external funding can be secured.



Protected Characteristic – Disability

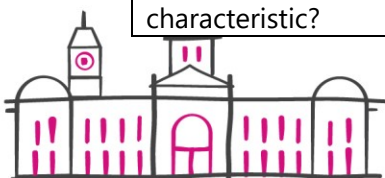
Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe the impact to the disability characteristic	The International Dance Festival reached many different groups - but people with disabilities (with the physical ability to participate) were a particular target group. This was delivered through performing activities such as a mass inclusive youth dance project, Critical Mass, with 300 young people with and without disabilities, drawn from grass roots networks across the five sub-regions of the West Midlands. There were also workshops and free activities available. Such activity which will now cease unless alternative funding is secured by the organisers. Basically the cut in funding directly correlates to a reduction in dance engagement activity provided for people with disabilities in the lead up to and during the BDF.
How will you mitigate against any negative impact to the disability characteristic?	It is proposed that any future festival will incorporate a dance element where external funding can be secured and keep a Birmingham Festival alive.

Protected Characteristic – Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	No
What sexes will be impacted by this proposal?	N/A
Please describe the impact to the sex characteristic	N/A
How will you mitigate against any negative impact to the sex characteristic?	N/A

Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
Please describe the impact to the gender reassignment characteristic	N/A
How will you mitigate against any negative impact to the gender reassignment characteristic?	N/A



Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	N/A
Please describe the impact to the marriage and civil partnership characteristic	N/A
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	N/A

Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	No
Please describe the impact to the pregnancy and maternity characteristic	N/A
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	N/A

Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
What ethnic groups would be impacted by this proposal?	["White British", "Other White", "Bangladeshi", "Chinese", "Indian", "Pakistani", "Other Asian", "African", "Caribbean", "Black British", "Other Black", "Arab", "Latin American", "Irish", "Central and Eastern Europe", "Western and Southern Europe"]



<p>Please describe the impact to the ethnicity and race characteristic</p>	<p>The International Dance Festival engaged and reached many different groups - but people from different ethnic backgrounds were a particular engagement group - through performing and free activities which will now cease unless alternative funding is secured by the organisers. South Asian communities were particularly engaged in the Festival including SAMPAD (arts dance and music delivery organisation). Also activities such as a large scale outdoor programme in Handsworth Park, with micro commissions, relevant to the local communities. Basically the cut in funding directly correlates to a reduction in dance engagement activity for this Protected Characteristic provided in the lead up to and during the BPDF.</p>
<p>How will you mitigate against any negative impact to the ethnicity and race characteristic?</p>	<p>Seek alternative funding to keep a Birmingham Festival alive. It is proposed that any future festival will incorporate a dance element where people from an ethnic background are engaged as performers, participants and audiences..</p>

Protected Characteristic - Religion or Beliefs

<p>Does this proposal impact people's religion or beliefs as per the Equality Act 2010?</p>	<p>No</p>
<p>What religions could be impacted by this proposal?</p>	<p>N/A</p>
<p>Please describe the impact to the religion or beliefs characteristic</p>	<p>N/A</p>
<p>How will you mitigate against any negative impact to the religion or beliefs characteristic?</p>	<p>N/A</p>

Protected Characteristic - Sexual Orientation

<p>Does this proposal impact people's sexual orientation as per the Equality Act 2010?</p>	<p>No</p>
<p>What sexual orientations may be impacted by this proposal?</p>	<p>N/A</p>
<p>Please describe the impact to the sexual orientation characteristic</p>	<p>N/A</p>
<p>How will you mitigate against any negative impact to the sexual orientation characteristic?</p>	<p>N/A</p>



Monitoring

<p>How will you ensure any adverse impact and mitigation measures are monitored?</p>	<p>Discussions / monitoring with FABRIC, the regional dance agency, Arts Council England (co-funder) and Culture Central, the culture sector members organisation. N.B Funding has been secured for a Weekender Festival in 2024 to be delivered by Birmingham Hippodrome whose programme plans incorporate dance.</p>
<p>Officer responsible for monitoring impact and mitigation</p>	<p>Symon Easton</p>

