

# EQUALITY IMPACT ASSESSMENT

Cease arts commissioning and local arts development  
funding

Reference: EIA000334



 **RESET**

 **RESHAPE**

 **RESTART**

**EIA Form – About your EIA**

Reference number	EIA000334
Date Submitted	01/02/2024
Subject of the EIA	Cease arts commissioning and local arts development funding
Brief description of the policy, service or function covered by the EIA	<p>Cut all funding for culture projects and local arts development including support for ten local arts forums. Retaining support for just Black History Month and Birmingham Heritage Week in 2024/25 but 100% cut from 2025/26. Funding for Culture Commissioning Projects is split across three themes - Next Generation (Young People), Culture on Our Doorstep (adults in neighbourhoods projects linked to outcomes relating to the Council's priorities), and Cultural Leadership (residents from a diverse background). These are grants to Birmingham based constituted arts organisations (up to 30 pa). We do not know which projects for what groups will be awarded until we have received assessed and recommended projects to go forward. The service is always oversubscribed with applications for the funding available. We have not been able to consult with the sector on specific impacts as the formal proposals to cut funding are not being published until a specific date before the scheduled Cabinet meeting. It is not possible to specify impacts as the proposed projects (and therefore resident participants) change each year but we do expect all projects to be inclusive and comply with the organisations access and inclusion policy which is a grant condition. Service budget also cover grants / commissions for one-off cultural projects such as engagement activity in the public realm e.g. Amal Puppet International refugee tour to UK cities.</p>
Equality Assessment is in support of...	["Amended function", "Amended service"]
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

What is the responsible officer's email address?	Symon Easton
What is the accountable officer's email address?	Chris Jordan

### Data Sources

Data sources	["Quantitative data (please specify in the box below)", "Relevant reports/strategies"]
Data source details	<p>We haven't been able to consult with the local arts sector on the anticipated impact of cuts to residents as specific savings proposals are not being published until just prior to the release of the Cabinet Report.</p> <p>L:\Reports\2023-24\Commissioning of Cultural Activities 2023-26</p> <p>Q:\Head of Cultural Development - Symon\Budget\Savings proposals</p> <p>Q:\Grant Aid\2022-23\Art Grants 22-23\Project Commissioning Schemes</p>

### 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"]



<p>Please describe the impact to the age characteristic</p>	<p>All age groups will potentially be affected by cuts to arts grants and cultural project grants as the funding cuts will significantly decrease the number of projects and engagement availabilities on offer to the population at large. Children are classified being up to 18 years and Adults 18+ years. Officers assess and select the projects that best meet the funding prospectus / council outcomes. Funded projects are expected to be co-designed with the age groups selected by the arts applicant so can be varied. We don't know what the projects will be until we have received and assessed the applications. We always receive more applications that can be awarded. Projects are awarded based on how they best meet the application theme criteria;</p> <p>Culture on our Doorstep - arts activities in local neighbourhoods creating a better sense of place, local identity, better quality of life, health &amp; wellbeing for communities and within communities</p> <p>Next Generation - arts activities for children and young people who don't ordinarily participate in arts activities (outside of education) engaging their imagination and interest, inspiring them to be bold and ambitious</p> <p>Cultural Leadership – leadership development opportunities aimed at diversifying Birmingham's arts sector leaders to better represent our diverse population</p> <p>Over thirty different creative projects in 2022-23 happening across twenty-five city wards, reaching thousands of Birmingham residents, through participation and as audiences. Projects can be Mothers and babies make new music together; migrant communities will create theatre; young people from across the city will produce films about roller skating, mental health and activism; isolated older people will be invited to dance, and community choirs will create a celebratory space where vulnerable people feel safe and included.</p>
<p>How will you mitigate against any negative impact to the age characteristic?</p>	<p>Help signpost arts and culture organisation to seek alternative funding streams.</p>

### Protected Characteristic – Disability

<p>Does this proposal impact those people with a disability as per the Equality Act 2010?</p>	<p>Yes</p>
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<p>Please describe the impact to the disability characteristic</p>	<p>All individuals (residents) with disabilities will potentially be affected by cuts to arts grants and cultural project grants as the funding cuts will significantly decrease the number of projects and engagement availabilities on offer to the population at large. We expect that all organisation projects awarded to be inclusive and all awarded organisations to hold and comply with the requisite inclusion and access policies. Grants are awarded to Birmingham based constituted arts organisations who are expected to co-design engagement activity with residents which include people with disabilities. Sometimes arts organisations apply for funding to support engagement work with selected disability groups organisations but this is not specified in the funding prospectus.</p> <p>We don't know what the projects will be until we have received and assessed the applications. We always receive more applications that can be awarded. Projects are awarded based on how they best meet the application theme criteria;</p> <p>Culture on our Doorstep - arts activities in local neighbourhoods creating a better sense of place, local identity, better quality of life, health &amp; wellbeing for communities and within communities</p> <p>Next Generation - arts activities for children and young people who don't ordinarily participate in arts activities (outside of education) engaging their imagination and interest, inspiring them to be bold and ambitious</p> <p>Cultural Leadership – leadership development opportunities aimed at diversifying Birmingham's arts sector leaders to better represent our diverse population</p> <p>Over thirty different creative projects in 2022-23 happening across twenty-five city wards, reaching thousands of Birmingham residents, through participation and as audiences. Projects can be Mothers and babies will make new music together; migrant communities will create theatre; young people from across the city will produce films about roller skating, mental health and activism; isolated older people will be invited to dance, and community choirs will create a celebratory space where vulnerable people feel safe and included.</p>
<p>How will you mitigate against any negative impact to the disability characteristic?</p>	<p>Help signpost arts and culture organisations to seek alternative funding streams.</p>

**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>All ethnic groups will potentially be affected by cuts to arts grants and cultural project grants as the funding cuts will significantly decrease the number of projects and engagement availabilities on offer to the population at large including those from different ethnic groups. Arts organisations are based all over the city and projects are awarded as to how they meet the funding prospectus outcomes and council objectives. Some applications can target specific ethnic groups e.g. working with Somali women but otherwise projects are supposed to include and engage residents from from an ethnic background. All successful applicant organisations are required to hold and comply with their access and inclusion policy - a condition of grant aid.</p> <p>We don't know what the projects will be until we have received and assessed the applications. We always receive more applications that can be awarded. Projects are awarded based on how they best meet the application theme criteria;</p> <p>Culture on our Doorstep - arts activities in local neighbourhoods creating a better sense of place, local identity, better quality of life, health &amp; wellbeing for communities and within communities</p> <p>Next Generation - arts activities for children and young people who don't ordinarily participate in arts activities (outside of education) engaging their imagination and interest, inspiring them to be bold and ambitious</p> <p>Cultural Leadership – leadership development opportunities aimed at diversifying Birmingham's arts sector leaders to better represent our diverse population</p> <p>Over thirty different creative projects in 2022-23 happening across twenty-five city wards, reaching thousands of Birmingham residents, through participation and as audiences. Projects can be Mothers and babies make new music together; migrant communities will create theatre; young people from across the city will produce films about roller skating, mental health and activism; isolated older people will be invited to dance, and community choirs will create a celebratory space where vulnerable people feel safe and included.</p>
<p>How will you mitigate against any negative impact to the ethnicity and race characteristic?</p>	<p>Help signpost organisations to alternative funding streams</p>

**Protected Characteristic - Religion or Beliefs**





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

### Protected Characteristic - Sexual Orientation

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

### Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	Meetings with culture sector organisations including Culture Central - the culture sector members representative organisation. The service meets Culture Central on a regular basis including establishing the Birmingham Culture Compact (the new city cultural stakeholder partnership). The Service officers also regularly meet No.11 Arts (city wide arts producer network) and will be meeting individual arts organisations seeking guidance and advice throughout the year.
Please enter the email address for the officer responsible for monitoring impact and mitigation	Symon Easton

