

# EQUALITY IMPACT ASSESSMENT

Reduction in cultural grants to arts organisations

Reference: EIA000345



**EIA Form – About your EIA**

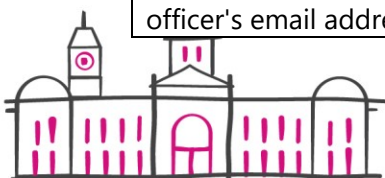
Reference number	EIA000345
Date Submitted	02/02/2024
Subject of the EIA	Reduction in cultural grants to arts organisations
Brief description of the policy, service or function covered by the EIA	Cultural Development Service grants reduction to regularly funded arts organisations - City of Birmingham Symphony Orchestra, Birmingham REP Theatre, Birmingham Royal Ballet, IKON Gallery, Birmingham Opera Company, FABRIC, Sampad, Ex Cathedra, Legacy Centre of Excellence and B:Music. A proposed 50% cut in 2024/25 and 100% cut in 2025/26 (except for one residual grant to B:Music for ICC rent & service charges). This is an initial assessment as the service is delivered by third party organisations (not direct) and, as we have not formally notified organisations of the likely reduction, they will not have made decisions with their Boards to cut service areas, including those that specify Protected Characteristics but, we have made observations where we anticipate there are likely impacts where the focus is on three main PC's - Age, Disability and Ethnicity but there may well be other PC's such as Gender or Religion/Belief's that subsequently have defined impacts that can't be assessed at this time. It is worth noting that as a condition of their grant aid, all funded arts organisations are required to produce and abide by various Policies including Access and Inclusion. We will be able to refresh at the first review in six months time.
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	["Interviews", "Quantitative data (please specify in the box below)", "Relevant reports/strategies"]
Data source details	<ul style="list-style-type: none"> <li>- Arts Budgets grants breakdown / proposed reductions</li> <li>Q:\Head of Cultural Development - Symon\Budget\Savings proposals</li> <li>- Interviews with cultural organisations affected and some initial feedback received</li> </ul>

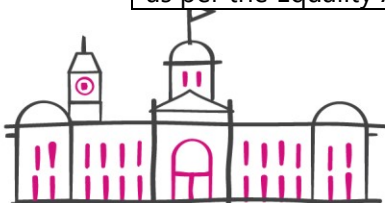
### Protected Characteristics

#### 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	All ages will potentially be indirectly affected by cuts to arts organisations grants as this will likely reduce their ability to deliver cultural engagement activity projects to these age groups. The ages affected depend on the many different activities programme that each organisation offers annually such as choral groups for older people or drama sessions for young people. We do not yet know the specific impact until organisations have been formally informed about the cuts and agreed with their Board (and other funders) what activities will have to cease but in general, reduced funding will directly result on less programme offer to the community at large. We will be able to more readily assess the impact to age characteristic at the next review in six months time.
How will you mitigate against any negative impact to the age characteristic?	Will have to be the funded organisations decision but we will try and signpost to alternative funding streams where possible

#### Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
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Please describe the impact to the disability characteristic	Individuals will potentially be indirectly affected by cuts to arts organisations grants as this will likely reduce arts organisations ability to deliver cultural engagement activity projects to those they serve with disabilities. We do not yet know the specific groups or individuals affected until the organisations have formally been notified of cuts and decided on what programme elements for certain groups will have to be cut or reduced. We will be able to assess more fully at the next review stage in six months time.
How will you mitigate against any negative impact to the disability characteristic?	Will have to be down to the cultural organisation affected to make that decision but we will support with signposting any external income that may be available

### Protected Characteristic – Sex

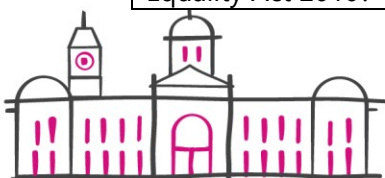
Does this proposal impact citizens based on their sex as per the Equality Act 2010?	No
What sexes will be impacted by this proposal?	N/A
Please describe the impact to the sex characteristic	N/A
How will you mitigate against any negative impact to the sex characteristic?	N/A

### 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
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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", "Gypsy or Irish Traveller", "Roma", "Central and Eastern Europe", "Western and Southern Europe"]



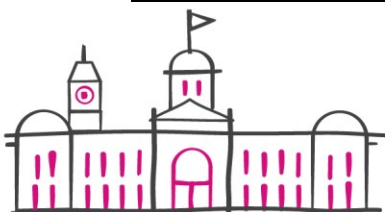
<p>Please describe the impact to the ethnicity and race characteristic</p>	<p>All funded organisations are required to hold and abide by comprehensive Access &amp; Inclusion Policies i.e. programme for all. So all ethnicities will potentially be indirectly affected by cuts to arts organisations grants as this will likely reduce their ability to deliver cultural engagement activity projects to different ethnic groups and communities. Many of the large regularly funded cultural organisations are based in the city centre but provide engagement opportunities all across the city. Some like Legacy Centre of Excellence (based in Aston) serves the local community and wider city Black and Asian communities in particular. Sampad is a South Asian Dance Agency but serves all communities.</p>
<p>How will you mitigate against any negative impact to the ethnicity and race characteristic?</p>	<p>Will have to be down to the cultural organisation affected by the funding cuts to make that call once they have agreed the reduction in programme with their respective boards. We will help signpost organisations to alternative funding stream where possible.</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>



How will you mitigate against any negative impact to the sexual orientation characteristic?	N/A
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### Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	Regular communication with the funded cultural organisations affected by the cuts through attending Board meetings while we still fund them and also through their membership body Culture Central who we meet monthly. The next PC (EIA) review will be in six months time when we should be able to know what reductions to programme have been decided by Trustees of the Board concerned.
Please enter the email address for the officer responsible for monitoring impact and mitigation	Symon Easton

