Equality Impact Assessment – Ref Number: 1217

PART A Introductory Information

Proposal name

Developing a Strategic Approach to Culture in Sheffield

Brief aim(s) of the proposal and the outcome(s) you want to achieve

Culture has moved organisationally within SCC from leisure to Economic Development, opening up new opportunities to build on previous work and use culture to make Sheffield a great and inclusive place to work, study, invest, and live.

Sheffield receives far less Arts Council England (ACE) funding for culture compared with other Core Cities (£5 per head, compared with £15 - £67 per head). This reduces opportunity and stability for cultural activity, especially in underserved communities.

Sheffield City Council has limited funds of its own to invest in culture but could do more to provide leadership and enable a successful environment for cultural organisations and projects in the city. This proposal sets out three actions which will start to achieve this:

• Formally adopt the Sheffield Culture Collective Strategy on behalf of Sheffield City Council as an interim, while SCC develops its own Culture Strategy

• Note the submission of three Expressions of Interest to the Create Growth Fund; Cultural Development Fund 3; and Place Partnership Fund.

• Support in principle the creation of a Cultural Feasibility Fund through external funding sources such as SYMCA.

Proposal type

○ Budget ● Non Budget

If Budget, is it Entered on Q Tier?

○ Yes ● No
 If yes what is the Q Tier reference

Year of proposal (s)

0		0	0	○ other
21/22	22/23	23/24	24/25	

Decision Type

○ Coop Exec

- Committee: *Economic Development and Skills*
- \bigcirc Leader

- $\odot~$ Individual Coop Exec Member
- $\odot\,$ Executive Director/Director
- Officer Decisions (Non-Key)
- Council (e.g., Budget and Housing Revenue Account)
- Regulatory Committees (e.g. Licensing Committee)

Lead Committee Member		Cllr	Martin	Smith		
Lead Director for Pr	roposal					
Kate Martin						
Person filling in th	is EIA form					
Rebecca Maddox						
EIA start date	07/09/2	2				
Equality Lead Offic	cer					
○ Adele Robinson			0	Ed Sexton		
Annemarie Johr	nston		O Louise Nunn			
 ○ Bashir Khan 			0	Beverley La	W	
Lead Equality Object	ctive (<u>see for o</u>	detai	<u> </u>)			
O Understanding Communities	 Workforce Diversity 			•		the cycle nprove life es
Portfolio, Serv	ice and Te	am				
Is this Cross-Portfolio			Portfo	olio/s		
○ Yes	● No	City I	utures			
			/			
Is the EIA joint with a ○ Yes	nother organis	atior		NHS)? e specify		
			1 louo			
Consultation						
Is consultation re	equired? (Rea ● No	d the	guida	ince in relat	ion to this	area)

If consultation is not required, please state why

Additional c	onsultation is not required for this proposal at this stage.
will be co-cr	pecific Culture Strategy, to be developed over the next 12 months, reated with the cultural sector across the city, explicitly referencing needs and views of Sheffielders.
barriers and	community networks and LACs to ensure that the views, needs, I aspirations of diverse communities across Sheffield are reflected Culture Strategy.
16	
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Initial Impact

Under the Public Sector Equality Duty we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

For a range of people who share protected characteristics, more information is available on the <u>Council website</u> including the <u>Community Knowledge Profiles</u>.

Identify Impacts

Identify which characteristic the proposal has an impact on tick all that apply

Health	O Transgender
● Age	○ Carers
 Disability 	 Voluntary/Community & Faith Sectors
O Pregnancy/Maternity	Cohesion
Race	Partners
○ Religion/Belief	Poverty & Financial Inclusion
○ Sex	O Armed Forces
 Sexual Orientation 	○ Other

Local Area Committee Area(s) impacted

All O Specific

If Specific, name of Local Committee Area(s) impacted

Initial Impact Overview

Based on the information about the proposal what will the overall equality impact?

The overall equality impact of this proposal will be positive, as the proposed actions are designed to increase the likelihood of external cultural funding being gained by Sheffield.

The projects being applied for have a specific focus on reaching all Sheffield's communities and meeting the needs of those with protected characteristics, especially young people.

A Feasibility Fund will enable new projects from a diverse range of groups that reflect the population of Sheffield, to be worked up in future.

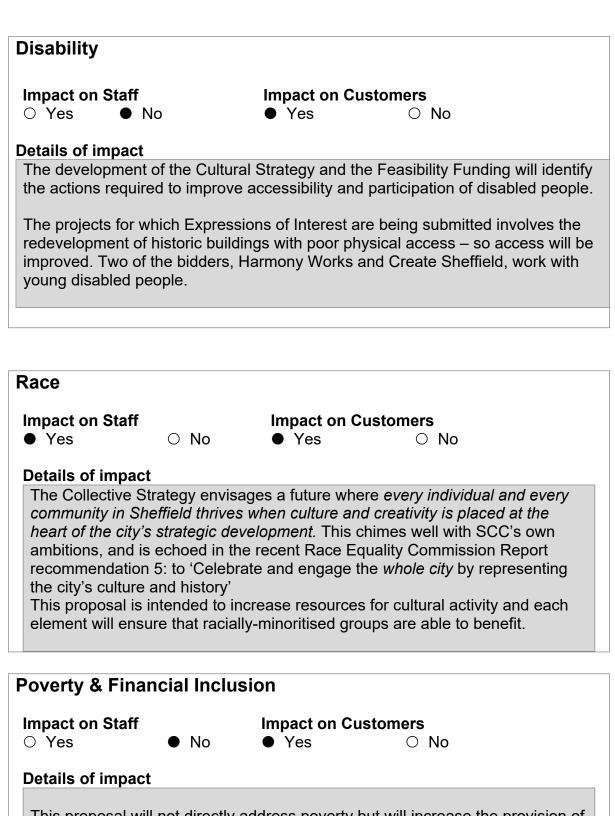
Each of the three areas of this proposal – SCC Cultural Strategy, successful EOIs/external funding bids and a Cultural Feasibility Fund - will have individual equality impact assessments completed to inform any specific potential impacts, and mitigating actions where appropriate.

Is a Full impact Assessment required at this stage? ● Yes ○ No

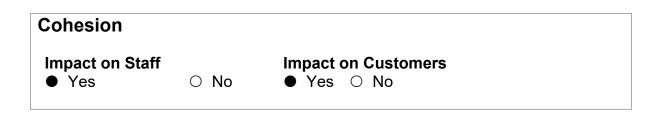
If the impact is more than minor, in that it will impact on a particular protected characteristic you must complete a full impact assessment below.

Part B

F	ull Impa	ct Asses	sment					
ŀ	lealth							
	Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?							
• Yes O No if Yes, complete section below					elow			
	Staff ● Yes	O No	Customers ● Yes	ON	lo			
	Details of impact Involvement in culture and creativity is known to enhance wellbeing and health as evidenced in the Sheffield Culture Collection Strategy. This proposal will strengthen the cultural sector and offer in Sheffield.							
	Comprehe	ensive Heal • No	th Impact Assessn	nent bein	g completed			
	Please atta	ach health in	npact assessment a	s a supp	orting document below.			
	Public Hea	alth Leads I	nas signed off the	health in	npact(s) of this EIA			
	○ Yes ●	No						
	Name of H	lealth Lead	Officer					
L	Age							
-	-yc							
	Impact on ○ Yes ●		Impact ● Yes	on Custo C				
	Details of impact The development of the Cultural Strategy and the Feasibility Funding will Identify the actions required to improve accessibility and participation of people of all ages.							
	Two of the projects being proposed for Expressions of Interest have a direct positive impact on young people, via the Harmony Works Music Education Centre and Create Sheffield. The focus on changing the lives of young people in underserved communities by giving opportunity, developing skills, and building a pipeline to creative careers.							

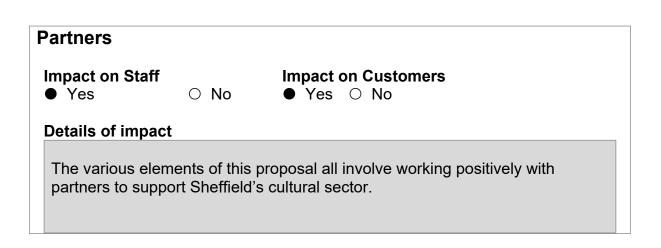


This proposal will not directly address poverty but will increase the provision of cultural resources and facilities which will benefit those on low incomes e.g. Sheffield Music Hub.



Details	of im	pact
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Cultural activity is known to improve community cohesion, life satisfaction and wellbeing, as evidenced in the Sheffield Culture Collective Strategy



Action Plan and Supporting Evidence

What actions will you take to mitigate any equality impacts identified? Please include an Action Plan with timescales

SCC is proposing to adopt the Sheffield Culture Collective Strategy as an interim. The Strategy strongly supports equalities:

Vision 2021-31 " **Every** individual and **every** community in Sheffield thrives when culture and creativity is placed at the heart of the city's strategic development".

However, a fairly small and narrow group put the Strategy together; a longerterm SCC-specific Culture Strategy needs to be developed with the cultural sector across the city, explicitly referencing the diverse needs and views of all Sheffielders.

Supporting Evidence (Please detail all your evidence used to support the EIA)

Culture Collective (sheffield-culture-collective.co.uk)

Following mitigation is there still significant risk of impact on a protected characteristic. ○ Yes ● No

If yes, the EIA will need corporate escalation? Please explain below				
Sign Off – P	art B (EIA Lead to complete)			
	e agreed and signed off by the Equality lead Officer in your corporately. Has this been signed off?			
• Yes	○ No			
Date agreed	04/08/2022			
Name of EIA lead officer Annemarie Johnston				

Review Date	28/02/2023	
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