

# Equality Impact Assessment Template

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of Orkney Islands Council by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated or minimised and positive impacts are maximised.

1. IDENTIFICATION OF FUNCTION, POLICY OR PLAN	
Name of function/policy/plan to be assessed	Orkney's Creative Landscape: an Arts Development Plan for Orkney 2012-2015
Service/service area responsible	Education (Leisure & Culture)
Name of person carrying out the assessment and contact details	Pam Beasant, <a href="mailto:pam.beasant@orkney.gov.uk">pam.beasant@orkney.gov.uk</a> , Tel 01856 873535 ext. 2406
Date of assessment	05.04.12
Is the function/policy/plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly)	It is a new plan, based on the model of the previous Arts Development Plan: Developing Orkney Through the Arts 2008-2011, by Clare Gee.

2. INITIAL SCREENING	
What are the intended outcomes of the function/policy/plan?	To give an overview of the arts in Orkney and set a series of actions and priorities from 2012 until 2015.
State <b>who</b> is, or may be affected by this function/policy/plan, and <b>how</b>	Council staff - as plan prioritises delivery and direction as series of targets so they'll have clear understanding of priorities  Partner organisations and individual members of the public may be positively affected – active prioritisation of projects and actions which approve access
How have stakeholders been involved in the development of this function/policy/plan?	The Orkney Arts Forum has been the main body who have discussed and given direct input to the Plan.  The Arts, Museums & Heritage Service Manager has been directly involved in discussion of the plan, and the Manager of the Library Service has given significant feedback during the consultation process.  Partner agencies who have given feedback and/or direct input to the Plan include the Pier Arts Centre,

	<p>the St Magnus International Festival, Orkney Folk Festival, Orkney Arts Society, Orkney College, the George Mackay Brown Fellowship, Orkney Youth Music Forum and the Scottish Community Drama Association. Other bodies involved are Voluntary Action Orkney, VisitOrkney, HI-Arts, HIE and Creative Scotland.</p> <p>A public consultation was undertaken in April 2012, and cognisance taken of the feedback received.</p>
<p>Is there any existing data and/or research relating to equalities issues in this policy area? Please summarise.</p> <p>e.g. consultations, national surveys, performance data, complaints, service user feedback, academic/consultants' reports, benchmarking (see equalities resources on OIC information portal)</p>	<p>The Orkney Arts Forum has direct input into Orkney's Community Plan, which incorporates the Single Outcome Agreement with the Scottish Government. In particular, the arts, leisure and culture have 'ownership' of National Outcome 13: We take pride in a strong, fair and inclusive national identity.</p> <p>Annual, easily measureable statistics are incorporated into this outcome as indicators, such as ticket sales for the St Magnus International Festival and the Orkney Folk Festival.</p> <p>The study commissioned from Francois Matarasso by Highlands and Islands Enterprise, Stories and Fables, published in January 2012, gives a broad overview of Orkney's development in the arts over the past generation and analyses the reasons for its success. The study demonstrates the positive impact of the arts in all areas, including equality and accessibility, in terms of giving opportunities to a wide range of people, attracting high quality artists to Orkney, and the development of flagship organisations of which Orkney is justly proud, such as the Pier Arts Centre and the St Magnus International Festival.</p> <p>The main funding agency for the arts in Scotland, Creative Scotland (formerly the Scottish Arts Council), has undergone sweeping changes in its structure and in its overall vision, including the broad aims and goals of their funding programmes. This has a direct impact on the arts in Orkney, with some organisations losing funding while others benefit from the changes.</p> <p>Creative Scotland is committed to equalities, as seen by the following statement contained within its Corporate Plan 2011-14, 'Investing in Scotland's Future', published in 2011:</p> <p>'One of the three cross-cutting themes that will underpin all of our objectives is Equalities in all areas of their work:</p> <p>Creative Scotland puts equality at the heart of its activity, aiming to acknowledge and reflect the diversity in Scotland today in all our work. We aim to be a best practice organisation and as a member of Stonewall Scotland's Diversity Champions programme, we aim to be one of Scotland's leading inclusive employers. We will adopt a mainstreaming approach by</p>

	<p>embedding equality throughout all our programmes, considering the potential impacts on equality of our policies and our relations with cultural organisations. We will ensure there is a focus on equality outcomes in our work and a stronger involvement of equality groups and communities in developing our policies. We will work with our funded organisations to support diversity and inclusion as part of the ecology of arts and culture in Scotland.</p> <p>Specifically, we will aim to address gaps in provision. The most recent Audience and Participation survey (Taking Part, Scottish Arts Council 2008) indicates that the lowest levels of attendance and participation in arts or cultural activity during the previous 12 months were recorded amongst disabled people and older people. We will therefore work with external partners such as the Baring Foundation, Age Scotland and Queen Margaret University's Ageing Futures Group to deliver a national programme for arts and older people from 2011. And we will work with others to develop access to the arts for disabled people as performers, participants and consumers.</p> <p>Creative Scotland believes strongly that the arts contribute to health and well-being. We will therefore continue to advocate for innovative work, embedding arts in healthcare provision.</p> <p>In an increasingly diverse society, Creative Scotland will also continue to support the further development of work by artists from minority ethnic backgrounds, cultural organisations, and communities.'</p> <p>Creative Scotland is a main funder of arts organisations and activities in Orkney and Scotland, and all funded activity will be encouraged to consider equalities at the heart of their planning, and will be obliged to abide by the directives above when funding is received from Creative Scotland.</p>
Could the function/policy have a differential impact on any of the following equality strands?	(Please provide any evidence – positive impacts/benefits, negative impacts and reasons)
1. Race: this includes ethnic or national groups, colour and nationality	No
2. Sex: a man or a woman	No
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	No
4. Gender Reassignment: the process of transitioning from one gender to another	No

5. Pregnancy and maternity	No
6. Age: people of different ages	<p>Yes – schools involvement. There are many opportunities for young people, including new initiatives such as the proposed professional Theatre-in-Education company in Orkney.</p> <p>There are also benefits to older people and across all ages in the community, as many activities by their nature are targeted at a broad range of community involvement, with no barriers.</p>
7. Religion or beliefs or none (atheists)	No
8. Caring responsibilities	No
9. Marriage and Civil Partnership	No
10. Disability: people with disabilities (whether registered or not)	<p>Yes, there are positive benefits, as Access is one of the aims. Specifically, to:</p> <ul style="list-style-type: none"> <li>• provide excellent and accessible buildings for arts activities</li> <li>• ensure access to information and opportunities</li> </ul>

### 3. IMPACT ASSESSMENT

Does the analysis above identify any differential impacts which need to be addressed?	No
How could you minimise or remove any potential negative impacts?	n/a
Do you have enough information to make a judgement? If no, what information do you require?	Yes

### 4. CONCLUSIONS AND PLANNED ACTION

Is further work required?	No
What action is to be taken?	n/a
Who will undertake it?	n/a
When will it be done?	n/a
How will it be monitored? (e.g. through service plans)	n/a

Signature

Date

9 May 2012

Name PAM BEASANT  
(BLOCK CAPITALS)

**Please sign and date this form, keep one copy and send a copy to Corporate and Community Strategy. It should also be emailed to Corporate and Community Strategy.**