



| Characteristic | Could this policy, procedure, project or service, or any proposed changes to it, affect this group less favourably than others in Kent? YES/NO<br>If yes how? | Assessment of potential impact<br>HIGH/MEDIUM<br>LOW/NONE<br>UNKNOWN |          | Provide details:<br>a) Is internal action required? If yes what?<br>b) Is further assessment required? If yes, why? | Could this policy, procedure, project or service promote equal opportunities for this group?<br>YES/NO - Explain how good practice can promote equal opportunities  |
|----------------|---|--|----------|---|---|
|                |   | Positive   | Negative | Internal action must be included in Action Plan   | If yes you must provide detail  |
| Age            | No  | High   |          |   | The programme will aim to be inclusive by providing a range of activities across a wide geography and will seek to encourage engagement from a broad demographic. Educational elements will specifically target young people and opportunities for volunteering will be open to all age groups. |

|                        |    |      |  |  |  |
|------------------------|----|------|--|--|--|
| <b>Disability</b>      | No | High |  |  | A range of activities in different locations will provide a number of opportunities for people of all abilities to engage. The arts are particularly successful in engaging with people with mental wellbeing issues.  |
| <b>Gender Sex</b>      |    |      |  |  |  |
| <b>Gender identity</b> | No |      |  |  | A range of activities in different locations will provide a number of opportunities for people of all abilities to engage. The arts are particularly successful in engaging with people to encourage them to explore a range of self image and gender issues |

|                           |    |  |  |  |   |
|---------------------------|----|--|--|--|---|
| <b>Race</b>               | No |  |  |  | <p>We are working with Cohesion Plus who are experienced in engaging with culturally diverse communities and are developing work which will encourage people to connect regardless of race. Specific work will highlight the issue of communities belonging to a place rather than being defined by their race.</p> |
| <b>Religion or belief</b> | No |  |  |  | <p>Most Artistic work explores belief in some form and is active in encouraging people to understand the cultures and beliefs of others through images and stories.</p>   |

|  |    |  |  |  |  |
|--|----|--|--|--|--|
| <b>Sexual orientation</b>              | No |  |  |  | We support the delivery of various arts activity which explores issues of sexual orientation.                    |
| <b>Pregnancy and maternity</b>         | NA |  |  |  |  |
| <b>Marriage and Civil Partnerships</b> | NA |  |  |  |  |
| <b>Carer's responsibilities</b>        | No |  |  |  | Arts projects are a powerful way to engage with a range of social issue and connect with people needing support. |

## Part 1: INITIAL SCREENING

**Proportionality** - Based on the answers in the above screening grid what RISK weighting would you ascribe to this function – see Risk Matrix

| Low   | Medium   | High   |
|---|--|--|
| Low relevance or Insufficient information/evidence to make a judgement. | Medium relevance or Insufficient information/evidence to make a Judgement. | High relevance to equality, /likely to have adverse impact on protected groups |

**Low.** The programme aims to be inclusive and will provide opportunities for people to connect and engage through creative activities. A range of artforms and wide geographical spread will encourage inclusivity.

### Context – What we do now and what we are planning to do

We will coordinate an engagement programme to maximise opportunities for people visiting Kent or already living here and wanting to learn more about contemporary visual art. Through this, we aim to create a cultural legacy feeding into next year and the Open Golf.

### Aims and Objectives

The Programme aims to encourage residents and visitors in Kent to engage with creative activity to broaden their understanding of contemporary visual art and to provide people with information about the history and heritage of the county to give them information which will help them make informed choices to encourage repeat visits and extended stays.

### Beneficiaries

Kent and Kent residents and visitors.

### Information and Data used to carry out your assessment

We used data collected annually through the Arts Investment Fund alongside consultation to develop our cultural strategy. This gives a good picture of the resources available in the sector to connect with protected characteristics.

We are also working with Visit Kent and Turner Contemporary which enables us to connect with a wider body of information.

### Who have you involved and engaged with

We have engaged with the creative sector, wider partners and stakeholders through the Cultural Strategy which helps us develop an overview of our sector.

We used a range of mechanisms for communication including:

- Focus Group
- Online Survey
- Conference events
- Local conversations

Issues identified in the consultation included the desire to place a particular focus on children and young people in respect of them having a right to access cultural experiences as learning and wellbeing opportunities. In response to this, there was also a gap identified with a lack of work targeting older people and others who were potentially more isolated. There was a need identified to provide opportunities for migrant communities and, in the context of the freelance economy, a desire to consider fair pay.

### **Potential Impact**

The programme will have a significant impact across the county by enabling the delivery of projects which have a positive impact across all protected characteristics. It aims to be inclusive and will provide opportunities for economic growth, community cohesion and wellbeing.

### **Adverse Impact and how can these adverse impacts be mitigated,**

There will be no potentially adverse equality impacts across the protected characteristics.

We will work with Turner Contemporary and our cultural partners to monitor delivery and ensure this is the case. We will use the evaluation process to inform future thinking.

**Positive Impact: JUDGEMENT** YES

The Turner Prize engagement programme will have a positive impact across all protected characteristics as it provides a framework for a programme of work which aims to be inclusive and will provide opportunities for economic growth, community cohesion and wellbeing.

**Option 1 – Screening Sufficient** YES

**Following this initial screening our judgement is that no further action is required.**

**Justification:**

**Option 2 – Internal Action Required** NO

**There is potential for adverse impact on particular groups and we have found scope to improve the proposal**

*(Complete the Action Plan at the end of this document)*

**Option 3 – Full Impact Assessment** NO

**Monitoring and Review**

**Provide details of how you intend to monitor and review progress against the above actions**

We will monitor programme content and geographic distribution to encourage positive impact across each of the protected characteristics.

**Sign Off**

I have noted the content of the equality impact assessment and agree the actions to mitigate the adverse impact(s) that have been identified.

**Senior Officer**

Signed: Tony Witton Name:

Job Title: Creative & Cultural Economy Manager

Date: 15 April 2019

**DMT Member**

Signed: Name: D T Smith

Job Title: Director, Economic Development

Date:

Please forward a final signed electronic copy to the Equality Team by emailing

[diversityinfo@kent.gov.uk](mailto:diversityinfo@kent.gov.uk)

The original signed hard copy and electronic copy should be kept with your team for audit purposes.