

PART A - Initial Impact Assessment

Proposal Name: Culture Strategy

EIA ID: 2850

EIA Author: Sarah Sharp

Approval Status: Approved

Proposal Outline: This report accompanies the final Sheffield Culture Strategy which is being shared with the Economic Development and Skills Committee for approval and adoption. The purpose of the Cultural Strategy is to be a guiding vision for culture in Sheffield for the benefit of everyone both living in and visiting the City. It will provide the framework to help realise the city's ambitions around culture, it underpins the city goals and aligns to other key strategies and plans such as the Growth Plan, Destination Management Plan, and Heritage Strategy.

Proposal Type: Non-Budget

Year Of Proposal: 23/24

Lead Director for proposal: Diana Buckley (CEX)

Service Area: City Futures

EIA Start Date: 10/3/2024

Lead Equality Objective: Leading the city in celebrating and promoting inclusion

Equality Lead Officer: Bashir Khan

Decision Type

- Committees:**
- Policy Committees
 - Economic Development & Skills

Portfolio

Primary Portfolio: City Futures

EIA is cross portfolio: No

EIA is joint with another organisation:

Overview of Impact

Overview Summery:

The culture strategy aims to create a more inclusive and accessible cultural landscape across the city, with a particular focus on areas that are currently underserved as well as a focus on children and young people's access to culture. By improving access to cultural activities, events, and facilities, the strategy seeks to enhance community engagement, improve social cohesion, and promote the city's rich diversity and as the first City of Sanctuary. The strategy is expected to benefit all residents by making cultural experiences more available, regardless of geographic location, socio-economic background, or personal circumstances. It will provide more opportunities for participation in the arts, heritage, and creative industries, which can enhance well-being, build skills, and strengthen community identity. Certain groups, particularly those from Black, Asian, and Minority Ethnic communities, disabled individuals, and members of the LGBT+ community, may face unique barriers to accessing culture, such as physical inaccessibility, or a lack of representation in cultural offerings. By addressing these issues, the strategy aims to work towards more equitable opportunities that reflect the experiences and interests of these groups. By prioritising inclusivity and areas to target in the Delivery Plan, the culture strategy is working towards reducing cultural inequalities, empowering marginalised groups, and ensuring that the benefits of the city's cultural resources are shared by all.

Impacted characteristics:

- Age
- Disability

- Sexual Orientation
- Race

Consultation and other engagement

Is consultation or other engagement required:

Yes

The process of developing the Strategy has involved a large amount of detailed consultation and engagement with Councillors, the leadership of SCC, colleagues across the Council and with the cultural and creative sector. Sheffield's new culture strategy is founded on a far-reaching engagement process, to ensure it was co-created with the passion, knowledge and expertise of Sheffield's creative and cultural community. The partner and community engagement for the Sheffield Culture Strategy reached over 1,000 people across a programme of 13 online and in person events, 15 one to one interviews, and 3 online surveys. It was important that communities and the wider creative and cultural sector had multiple ways to engage in the consultation process, including feeding back at key stages. The following methodologies were designed to ensure multiple ways to take part: Task and Finish Group - An advisory group that met monthly to offer guidance and advice and hold the culture strategy team accountable. This group was made up of a 'diagonal slice' of Sheffield's creative and cultural community. Culture Strategy Project Team - Oversaw and stewarded the engagement process alongside the Task and Finish Group. Members of the project team were publicly contactable to receive input, and maintained open, two-way conversations with key cultural and civic consortia and groups throughout the process. In Person and Online Workshops and Public Events - Open and targeted consultation events and workshops for the wider creative and cultural community to offer feedback 1 to 1 Interviews - Interviews between culture strategy team and individuals and organisations. Have Your Say - Sheffield City Council's consultation website provided constant updates and invited feedback on the strategy's creative missions and draft version of the strategy. A set of values, principles and methodologies were established to shape the engagement work. 'Nothing About Us, Without Us, is For Us' - Work on the Sheffield Culture Strategy adopted a broad definition of culture and creativity to reflect the range of activity that happens in our city across our homes, community centres, spaces and cultural organisations. This involved adopting a 'Diagonal Slice' engagement approach to include our communities, the voluntary and community sector, health and wellbeing sector, education institutions and businesses as well as freelancers and small and large culture organisations. Co-production and Co-creation - Methodologies for community engagement were used in both the design and delivery of consultation sessions. These principles included valuing all voices

equally and ensuring communities had the capacity and resource to take part in consultation sessions. An iterative process with feedback and listening stages - The engagement process provided space for constant re-evaluation of the activity to check delivery against the stated objectives and outcomes. The engagement process and its results were published and shared on Sheffield City Council's online consultation platform Have Your Say throughout the development of the Strategy. All of the feedback received has been considered during the drafting of the Sheffield Culture Strategy with its three creative missions and delivery plan being formed in response to, and as part of, the consultation process. <https://haveyoursay.sheffield.gov.uk/culture-strategy>

Cumulative Impact

Does the proposal have a cumulative impact: No

Impact areas: Across a Community of Identity/Interest

Initial Sign-Off

Full impact assessment required: Yes

Review Date: 10/27/2024

PART B - Full Impact Assessment

Age

Staff Impacted: Yes

Customers Impacted: Yes

Description of Impact:

The culture strategy has the potential to make the city a more age-friendly and inclusive environment by catering to the needs and interests of people across all age groups, with a particular emphasis on children and young people. A central focus of the strategy is improving access to culture for young people. By increasing opportunities for children and young people to engage with cultural activities—whether through schools, youth groups, or community initiatives—we aim to enrich their lives and provide them with a broader understanding of their own and other cultures. Through greater interaction with culture we can improve their creativity, enhance educational outcomes, and support personal development, which are crucial for building confidence and social skills. Certain recommendations in the strategy highlight improving access to cultural venues, partnerships between schools and local artists, or youth-targeted events. Additionally by emphasising links to 'See It Be It' it can provide platforms for young people to express their voices and creativity, giving them a stake in shaping the city's cultural landscape. The strategy also recognises the importance of cultural engagement for older people, in terms of Creative Health aims. Helping to reduce social isolation and enhance mental and physical well-being. With reference to Creative Health we seek to highlight how accessible and affordable cultural experiences tailored to older residents can strengthen community cohesion, provide meaningful ways for older adults to stay active and connected and reduce social isolation. In the Delivery Plan we recommend designing inclusive, age-friendly cultural spaces and programmes to will ensure that residents of all ages can benefit from and participate in cultural life. The promotion of lifelong learning and creative expression at every stage of life is central to the strategy's vision for an inclusive city. Ultimately, the culture strategy will help transform the city into a place where everyone—whether they are a child discovering the arts for the first time, a teenager developing their talents, or an older adult seeking continued engagement with the arts—can access and enjoy culture in Sheffield.

Disability**Staff Impacted:**

Yes

Customers Impacted:

Yes

Description of Impact:

The strategy recommends enhancing accessibility to cultural venues and events, ensuring facilities are wheelchair-friendly, providing assistive technologies like hearing loops, and offering alternative formats such as large-print materials or audio guides. The direct recommendation is to 'develop and adopt Accessibility Charter, committing to working to universal access and safety in all spaces'.
 Creative Health (& mental health): The strategy also

supports highlighting the wider well-being through cultural engagement and the growing research into social prescribing and the impact that arts activity has on wider health. Disability Confident Employer: Aligning with the Council's Disability Confident accreditation, the strategy encourages inclusive recruitment within the cultural sector 'organisations, events and venues are more inclusive, diverse and accessible'.

Race

Staff Impacted: Yes

Customers Impacted: Yes

Description of Impact: The culture strategy will support the aim of Sheffield becoming an anti-racist city by addressing racial inequalities in access to culture, as highlighted by the Race Equality Commission. Sonia Gayle from the African Heritage Culture Forum & Sheffield Race Equality Commission writes that "The recent unsettling events clearly demonstrate the pressing need for Sheffield (and other cities) to tackle inequalities and discrimination in all its pernicious forms. The Forum is greatly encouraged by the inclusive themes that underpin the city's new cohesive cultural strategy. With the welcome support of 'Race Equality Partnership Sheffield' (allied to strong leadership), the Forum is equally committed to driving effective change that best serves Sheffield's 'anti-racist city' ambitions. A city in the near future that remains attractive, diverse and welcoming and is a prosperous and healthy place where people are treated equitably and fairly; diverse leadership is the norm; and all cultures are celebrated equally as part of a vibrant cultural calendar." The strategy will ensure cultural activities reflect the city's diverse population, amplifying the voices and contributions of Black, Asian, and Global Majority communities. It will celebrate cultural heritage, Intangible Heritage, combat underrepresentation, and promote inclusivity. The strategy encourages cultural organisations to diversify their leadership and creative outputs, and to improve opportunities for diverse Black, Asian and Global Majority artists and cultural workers through skills training, mentorships and commissioning funds.

Sexual Orientation

Staff Impacted: Yes

Customers Impacted: Yes

Description of Impact:

The strategy aims to ensure that cultural activities and events reflect the experiences and identities of LGBTQ+ individuals. This is seen in the delivery plans aims for a 'greater platforming, support and celebration of diverse cultural events across communities' and to establish a seed funding pot for new inclusive events (e.g. this could include a Sheffield Pride). The delivery plan also looks address any barriers faced by LGBTQ+ individuals, such as creating safe, welcoming cultural spaces where they feel represented and included. Future work could include collaborations with LGBTQ+ organisations to design targeted programmes.

Action Plan & Supporting Evidence

Outline of action plan:

Following the report, several key actions and mitigations are necessary to ensure that the culture strategy delivers on its commitments, particularly in regard to race, anti-racism, and inclusivity for all communities. We will need to implement a system to monitor who is engaging with and accessing cultural activities across the city and to continue to use the Have Your Say platform to do this as well as other evaluation tools. This is no small task but is important to work on in order to track how successful this work is. This will involve collecting data on race, ethnicity, sexual orientation, and other characteristics to identify gaps in participation from different communities, including Black, Asian, and Global Majority groups, the LGBTQ+ community, and others. Regular evaluation of this data will allow the city to understand which groups are underrepresented and take corrective measures. We can also use partner data who already collect this for funders - e.g. in partnership with Arts Council England and Heritage Lottery Fund. To ensure the strategy reaches the broadest range of people, it is crucial to engage with a wide variety of voices from all communities, rather than relying on limited or more mainstream representatives. This will involve proactive outreach to underrepresented and marginalised groups to ensure their perspectives shape cultural offerings. Specific efforts will focus on engaging with intersectional communities—those who may face multiple forms of discrimination, such as LGBTQ+ people of faith or Global Majority members of the LGBTQ+ community. Recognising and addressing areas of potential conflict or tension between different groups will be important. The strategy should aim to create space for different identities can be expressed and respected, while also improving dialogue and mutual understanding between groups through cultural activity. Developing wide ranging programmes that explore and celebrate these intersectionalities can help bridge divides and promote cohesion. Establishing feedback mechanisms where communities can regularly voice their opinions on the cultural offerings and experiences is essential. This ensures that the strategy is responsive to the evolving needs of the city's

diverse population. Based on this feedback, adaptations can be made to make cultural activities more inclusive, accessible, and relevant. The Delivery Plan can then be adjusted following this feedback. By focusing on these actions—monitoring participation, broadening engagement, addressing intersectional issues, and incorporating feedback—we can ensure that Sheffield's Culture Strategy effectively promotes inclusivity and reaches all residents, particularly those from historically marginalised communities.

Action plan evidence:

<https://haveyoursay.sheffield.gov.uk/culture-strategy> and please see Engagement Report (separate attachment)

Changes made as a result of action plan:

Mitigation

Significant risk after mitigation measures: No

Outline of impact and risks:

Review Date

Review Date: 10/27/2024