

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)

<input type="radio"/> 21/22	<input checked="" type="radio"/> 22/23	<input type="radio"/> 23/24	<input type="radio"/> 24/25	<input type="radio"/> other
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Decision Type

- Coop Exec
- Committee: *Economic Development and Skills*
- Leader

- Individual Coop Exec Member
- 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 Proposal

Kate Martin

Person filling in this EIA form

Rebecca Maddox

EIA start date

07/09/22

Equality Lead Officer

- | | |
|---|------------------------------------|
| <input type="radio"/> Adele Robinson | <input type="radio"/> Ed Sexton |
| <input checked="" type="radio"/> Annemarie Johnston | <input type="radio"/> Louise Nunn |
| <input type="radio"/> Bashir Khan | <input type="radio"/> Beverley Law |

Lead Equality Objective ([see for detail](#))

- | | | | |
|---|---|--|--|
| <input type="radio"/> Understanding Communities | <input type="radio"/> Workforce Diversity | <input checked="" type="radio"/> Leading the city in celebrating & promoting inclusion | <input type="radio"/> Break the cycle and improve life chances |
|---|---|--|--|

Portfolio, Service and Team

Is this Cross-Portfolio

- Yes No

Portfolio/s

City Futures

Is the EIA joint with another organisation (e.g. NHS)?

- Yes No Please specify

Consultation

Is consultation required? (Read the guidance in relation to this area)

- Yes No

If consultation is not required, please state why

Additional consultation is not required for this proposal at this stage.

The SCC specific Culture Strategy, to be developed over the next 12 months, will be co-created with the cultural sector across the city, explicitly referencing the diverse needs and views of Sheffielders.

We will use community networks and LACs to ensure that the views, needs, barriers and aspirations of diverse communities across Sheffield are reflected in the SCC Culture Strategy.

If consultation has already been carried out, please provide details of the results with equalities analysis

Are Staff who may be affected by these proposals aware of them?

- Yes No

Are Customers who may be affected by these proposals aware of them?

- Yes No

If you have said no to either please say why

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 [Council website](#) including the [Community Knowledge Profiles](#).

Identify Impacts

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

<input checked="" type="radio"/> Health	<input type="radio"/> Transgender
<input checked="" type="radio"/> Age	<input type="radio"/> Carers
<input checked="" type="radio"/> Disability	<input type="radio"/> Voluntary/Community & Faith Sectors
<input type="radio"/> Pregnancy/Maternity	<input checked="" type="radio"/> Cohesion
<input checked="" type="radio"/> Race	<input checked="" type="radio"/> Partners
<input type="radio"/> Religion/Belief	<input checked="" type="radio"/> Poverty & Financial Inclusion
<input type="radio"/> Sex	<input type="radio"/> Armed Forces
<input type="radio"/> Sexual Orientation	<input type="radio"/> Other

Cumulative Impact

Does the Proposal have a cumulative impact?

Yes No

<input checked="" type="radio"/> Year on Year	<input checked="" type="radio"/> Across a Community of Identity/Interest
<input checked="" type="radio"/> Geographical Area	<input type="radio"/> Other

If yes, details of impact

Proposal should have a cumulative positive impact on the cultural sector in Sheffield, including currently under-served communities, by creating a stronger strategic context for funding bids; supporting projects which will improve access to culture for everyone, but in particular those from under represented characteristics; and improve access to feasibility funding to create a pipeline of projects to meet community need.

Local Area Committee Area(s) impacted

All 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

Full Impact Assessment

Health

Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?

Yes No *if Yes, complete section below*

Staff

Yes No

Customers

Yes No

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.

Comprehensive Health Impact Assessment being completed

Yes No

Please attach health impact assessment as a supporting document below.

Public Health Leads has signed off the health impact(s) of this EIA

Yes No

Name of Health Lead Officer

Age

Impact on Staff

Yes No

Impact on Customers

Yes No

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.

Disability

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The development of the Cultural Strategy and the Feasibility Funding will identify the actions required to improve accessibility and participation of disabled people.

The projects for which Expressions of Interest are being submitted involves the redevelopment of historic buildings with poor physical access – so access will be improved. Two of the bidders, Harmony Works and Create Sheffield, work with young disabled people.

Race

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

The Collective Strategy envisages a future where *every individual and every community in Sheffield thrives when culture and creativity is placed at the heart of the city's strategic development*. This chimes well with SCC's own ambitions, and is echoed in the recent Race Equality Commission Report recommendation 5: to 'Celebrate and engage the *whole city* by representing the city's culture and history'

This proposal is intended to increase resources for cultural activity and each element will ensure that racially-minoritised groups are able to benefit.

Poverty & Financial Inclusion

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

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.

Cohesion

Impact on Staff

Yes No

Impact on Customers

Yes No

Details of impact

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

Partners

Impact on Staff

Yes

No

Impact on Customers

Yes No

Details of impact

The various elements of this proposal all involve working positively with partners to support Sheffield's cultural sector.

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 longer-term 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 \(sheffield-culture-collective.co.uk\)](http://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 – Part B (EIA Lead to complete)

EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. Has this been signed off?

Yes No

Date agreed

Name of EIA lead officer

Review Date