

# Equality Analysis (EA)

Financial Year  
**2016/17**

## Section 1 – General Information (Aims and Objectives)

Name of the report

### Event Fund - Report on Event Fund Awards 2016/17 – Quarter 1

This is to analyse the implementation of the Event Fund during the period of the first quarter of the financial year of 2016/17.

See Appendix  
**A**

Current decision  
rating



Service area:  
CLC

Team name:  
Culture, Learning and Leisure

Service manager:  
Shazia Hussain, Service Head, Culture, Learning and Leisure

Name and role of the officer completing the EA:  
Alison Denning, Festival and Events Officer

## Section 2 – Evidence (Consideration of Data and Information)

What initial evidence do we have which may help us think about the impacts or likely impacts on service users or staff?

The service collects the following data:

1. Protected characteristics that the events intended to focus on. This information was collected by the evaluation form.
2. Equalities data of people who benefited from the project in percentage. This information is collected by the successful applicants and included in the event evaluation form. The form requires the event organisers to specify if the number is actual or estimate.

### 1. Protected characteristics that the events intended to focus on

All the 24 events that were funded during this period focussed on or included at least one of the protected characteristics. The numbers of events that focused or part focused on each protected characteristic are as the table below.

Race	Age	Gender	Religion or belief	Disability	Gender reassignment	Sexual orientation	Marriage Civil partnership	Pregnancy maternity
6	15	2	6	3	1	1	0	0

## 2. Equality data of people who benefited from the events

All event applications need to demonstrate that their events will be accessible to deaf and disabled people, this includes venues, content and with some of the applications they specifically mentioned disabled people benefiting.

17 out of 24 organisations have submitted the evaluation form including the equality data of people who benefited from the events to the service. The details of the returned data are as attached Appendix D: Monitoring

The data of only one event, '90 Glorious Years' organised by 'Muslim Women's Collective is based on the actual survey results.

"90 Glorious Years" results are based on 87 respondents. The data of 8 events were identified as based on estimates, the data of 8 events were not identified as actual or estimate, and 6 have not been received at this point. Although the give data suggest that people from various backgrounds participated in the events, we are unable to analyse the data further.

## **Section 3 – Assessing the Impacts on the 9 Groups**

Target Groups	Impact – Positive or Adverse	Reason(s)
Race	Positive	6 events targeted this group. The given data suggest that a range of communities of this group participated in the events.
Disability	Positive	3 events targeted this group. The given data shows that this group participated in at least 7 events during this period.
Gender	Positive	2 events targeted this group. The given data suggest that both male and female participated in the events.
Gender Reassignment	Positive	One event targeted this group. The given data show some trans people participated in the events.
Sexual Orientation	Positive	1 events targeted this group. The given data suggest that this group participated in the events.
Religion or Belief	Positive	6 events targeted this group. The given data suggest that different groups participated in the events.
Age	Positive	15 events targeted this group. The given data suggest that different age groups participated in the events.
Marriage and Civil Partnerships.	Positive	0 events targeted this group. The given data suggest that people with various status of this group participated in the events.
Pregnancy and Maternity	Positive	0 events targeted this group. The given data suggest that people of this group participated in the events.
Other Socio-economic Carers		

## Section 4 – Mitigating Impacts and Alternative Options

N/A

From the analysis and interpretation of evidence in section 2 and 3 - Is there any evidence or view that suggests that different equality or other protected groups (inc' staff) could be adversely and/or disproportionately impacted by the proposal?

Yes?

No?

If yes, please detail below how evidence influenced and formed the proposal? For example, why parts of the proposal were added / removed?

*(Please note – a key part of the EA process is to show that we have made reasonable and informed attempts to mitigate any negative impacts. An EA is a service improvement tool and as such you may wish to consider a number of alternative options or mitigation in terms of the proposal.)*

*Where you believe the proposal discriminates but not unlawfully, you must set out below your objective justification for continuing with the proposal, without mitigating action.*

## Section 5 – Quality Assurance and Monitoring

N/A

Have monitoring systems been put in place to check the implementation of the proposal and recommendations?

Yes?

No?

How will the monitoring systems further assess the impact on the equality target groups?

Does the policy/function comply with equalities legislation?

(Please consider the [OTH objectives](#) and [Public Sector Equality Duty](#) criteria)

Yes?

No?

If there are gaps in information or areas for further improvement, please list them below:

How will the results of this Equality Analysis feed into the performance planning process?

## Section 6 - Action Plan

*As a result of these conclusions and recommendations what actions (if any) **will** be included in your business planning and wider review processes (team plan)? Please consider any gaps or areas needing further attention in the table below the example.*

<b>Recommendation</b>	<b>Key activity</b>	<b>Progress milestones including target dates for either completion or progress</b>	<b>Officer responsible</b>	<b>Progress</b>
<b>Example</b>				
1. Better collection of feedback, consultation and data sources	1. Create and use feedback forms. Consult other providers and experts	1. Forms ready for January 2010 Start consultations Jan 2010	1.NR & PB	
2. Non-discriminatory behaviour	2. Regular awareness at staff meetings. Train staff in specialist courses	2. Raise awareness at one staff meeting a month. At least 2 specialist courses to be run per year for staff.	2. NR	

<b>Recommendation</b>	<b>Key activity</b>	<b>Progress milestones including target dates for either completion or progress</b>	<b>Officer responsible</b>	<b>Progress</b>
1 Better collection of feedback	1 Evaluation & feedback form being moved to online system for 1617 should improve quality of data received	1 Online form should have been ready for June 2016 when first event evaluations were due. However delays in finalising the online process has meant that the evaluation form is still being submitted on the old form and data manually entered. 2 Identify priority areas and incorporate in criteria and	1 AD / NSJ  AD	1 Evaluation form currently being uploaded onto online system  Guidelines and Criteria for 1617

<p>2 Targeted marketing and outreach for the Event Fund highlighting priority protected characteristic areas</p>	<p>2 Raise awareness through Social media, web, Arts online newsletter, THCVS networks, print media, email</p>	<p>guidelines for Event Fund 1617 and create awareness campaigns on quarterly basis based on need.</p>	<p>already up and running and 1<sup>st</sup> quarter of EF applications received. Ongoing Assessment carried out to look at priority areas and target priority groups.</p>
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