

HDC Initial Equality Impact Assessment Form (EIA1)

Service Area/Section	Arts Development (Community Services)		Persons undertaking the assessment (please also state name of contact officer)		Sophy Sylvester - Arts Development Officer	
Name of policy or function to be assessed	Arts Development Service	Date of assessment	18th December 2007	New or existing policy		Existing Service
1. Briefly describe the aims, objective or purpose of the policy, or service function.	<p>Vision Harborough District Council is dedicated to the support and development of artistic and creative activity for people of all ages and from all walks of life. The Council works in close collaboration with other bodies to help the arts thrive and grow across the whole of the District.</p> <p>Aims Harborough District Council aims to:</p> <ul style="list-style-type: none"> • strengthen the arts infrastructure, • raise the profile of existing activity • support the development of arts based organisations, projects and events. <p>It also aims to provide an increased level of opportunity for those living in and visiting the District to engage in arts based activity.</p> <p>The Arts Development Service also supports those providing opportunities for artistic and creative activity to ensure best practice is followed. This is supported by the priorities of Community Services' Leisure and Cultural Services mission statement; "We work in partnership with and for communities to support leisure and cultural activities that improve the quality of life for residents and make the district a happy place to live work and visit."</p>					
2. Are there any associated objectives of the policy/function?	The Arts Development Plan 2004 – 9 sets out an Action Plan to deliver the Service Objectives for the community. The Arts Development Officer provides services to the					

	community in the form of support, information, advice, events and activities.
3. Who is intended to benefit from this policy and in what way?	<p>The Arts Development Officer aims to provide an accessible and equitable service to all of Harborough's community with particular focus currently on:</p> <ol style="list-style-type: none"> 1. Young People 2. People Living in Rural Isolation. 3. Artists <p>As detailed in the Arts Development Plan 2004 - 9</p>
4. What outcomes are wanted from this policy/function and for whom?	<p>The objectives set out within the Arts Development Plan under the themes of:</p> <p>Theme 1. People and Communities <i>Developing healthy minds, bodies and quality of life</i></p> <p>Theme 2. Valuing Artists <i>Strengthening creative industries and the creative economy, supporting professional development and developing a healthy arts infrastructure</i></p> <p>Theme 3. Spaces and Places <i>Celebrating the Harborough District as an attractive, vibrant and exciting place to live, work and visit</i></p>
5. How do these outcomes meet or hinder other policies, values, or objectives of HDC?	<p>The provision of the Arts Development service supports the values and priorities of Harborough District Council through:-</p> <p>Place: Ensuring that the community can access quality arts and cultural facilities and activities throughout the District. Promoting facilities and widening access for all.</p> <p>People: Harborough District Council, Creative Leicestershire and joint projects through Leicestershire Arts Development Officers' Forum provide the community with a wide range of information, support and opportunities for participation in artistic and creative activity. This has a positive impact on the health and well being of our communities.</p> <p>The Arts Development Plan 2004 – 9 also links actively with other relevant documents such as HDC's Local Development Framework, Older Person's Strategy, Play Strategy and Community Strategy.</p>

<p>6. What factors/forces could contribute/detract from the intended outcomes?</p>	<p>The Arts Development service is available to all members of the community. Currently, however, officer time and resources are limited as the sole Arts Development Officer is working on a part time basis of 3 days a week, to be increased to 4 days from 1st April 2008. In recognition of the fact that this limits access to specific developing aspects of the service – e.g. Visual Arts, temporary Project Managers have been employed to deliver various aspects of the service. This has, in fact, raised the quality of the service in the sense that experts in various areas have taken on projects and thus provided better support for Harborough’s community.</p> <p>Access to the service can be achieved through the Council offices, via the internet, e-mail or telephone. The Arts Development Officer is able to meet in any location throughout the district and provide services based on need. An Arts Development Grants service provides seed funding for larger projects across the whole district. An Arts Development Newsletter is produced quarterly providing news, information and opportunities to Harborough’s community.</p> <p>Important partnership work such as Creative Leicestershire and LADOF increase opportunities available to Harborough’s residents. A small buy in from Harborough District Council brings in vast rewards in terms of the amount of investment in creative industries, rural touring performance / cinema and volunteer involvement in the arts and culture. The Creative Leicestershire and Made in Leicestershire websites provide a wide range of useful information as well as providing a large number of Harborough’s residents with a monthly e-bulletin with up to date information and opportunities.</p>		
<p>7. Who are the main stakeholders in relation to this policy?</p>	<p>HDC Arts Development Creative Leicestershire Leicestershire Arts Development Officers’ Forum (LADOF)</p>	<p>8. Who implements the policy/function and is responsible for the policy?</p>	<p>HDC Arts Development Creative Leicestershire Leicestershire Arts Development Officers’ Forum (LADOF) Artservice (delivering Centre Stage) Phoenix Arts (delivering Centre Screen)</p>

9. Are there any concerns that the policy/function could have a differential impact on racial groups?	Y	N	No
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			The Arts Development Plan 2004 – 9 promotes access for all and endeavours to provide a service both open to whole communities and targeted at specific communities who would benefit from positive creative projects.
10. Are there any concerns that the policy/function could have a differential impact due to gender?	Y	N	No
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			The Arts Development mailing list and participation in projects and activities tends to be evenly spread in terms of gender.
11. Are there any concerns that the policy/function could have a differential impact due to disability?	Y	N	No
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			Both targeted projects and general initiatives have included people with a wide range of disabilities. The Arts Development Officer aims to accommodate any individual with a disability wishing to access the service as long as resources permit.
12. Are there any concerns that the policy/function could have a differential impact due to sexual orientation?	Y	N	No
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			None
13. Are there any concerns that the policy/function could have a differential impact due to age?	Y	N	No
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			The Arts Development Plan links with both the Play Strategy and Older Persons Strategy. Projects and Initiatives aim to support both ends of the spectrum and all in between. The Arts Development Plan currently focuses on specific work with young people, although initiatives such as Centre Stage and

			Visual Arts work tends to draw in and support a large number of over 50s.
14. Are there any concerns that the policy/function could have a differential impact due to religious belief?	Y	N	No
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			None
15. Are there any concerns that the policy/function could have a differential impact due to people having dependants/caring responsibilities?	Y	N	No
<ul style="list-style-type: none"> What existing evidence (either presumed or otherwise) do you have for this? 			Certain aspects of the service actively encourage carers and those in care to participate. Centre Stage has a special scheme for Looked After Children and their carers and Contour and Cream involved a carers group and a number of residential homes. Family activities and inter-generational initiatives are actively supported and activities have been provided during school holiday periods.
16. Could any differential impact identified in 9-15 amount to there being the potential for adverse impact in this policy?	Y	N	No
17. Can any adverse impact be justified on the grounds of promoting equality of opportunity for one or more groups or any other reason?	Y	N	No
18. Should the policy proceed to a full impact assessment?	Y	N	No
19. If no, are there any recommended changes required to the policy to improve it around the equality agenda?	<p>Information and statistics regarding our community should continue to be utilised to ensure the needs of the community are met. Services and activities should be planned and delivered to reflect community needs and make effective use of our resources.</p>		

Additional notes/guidance (Policy Officer)	

Signed (completing officer) Date / /

Signed (completing officer) Date / /

Signed (Head of Service) Date / /