

BCP Equality Impact Assessment Template

Executive Summary and Conclusions

Once the Equality Impact Assessment Template has been completed, please summarise the key findings here. Please send a copy of your final document to the Policy and Performance Team.

The decision will support inclusive participation in all aspects of culture and creativity by our communities, including removing barriers for groups with protected characteristics to engage and participate in cultural activity. It will recognise and celebrate the cultural diversity within our communities and enable them to share their culture and traditions and celebrate the cultural diversity within Bournemouth, Christchurch and Poole.

At the heart of our proposals for cultural development are our aspirations that cultural activity will be more inclusive for all groups. We believe that a decision to agree the setting up of the Cultural Compact will support inclusive participation in all aspects of culture and creativity by our communities, including removing barriers for groups with protected characteristics to engage and participate in cultural activity and provide a welcoming platform for our diverse communities to publicly celebrate their cultural heritage.

We have consulted creative communities to understand whether they were receptive to cultural development of the kind envisaged and what their priorities for this would be. The results gave a clear set of priorities for cultural development which will inform the development of the Cultural Compact and the Cultural Strategy. Further consultation with a wider, diverse audience will continue on formation of the Cultural Compact.

Setting up the BCP Cultural Compact will represent an important change in approach to the publicly funded delivery element of culture by BCP Council. Instead of formulating arts and culture policy and programming within the Council the Compact will provide an opportunity for wide, engaged consultation and co-creation with residents. Co-creation, improved marketing and inclusive, diverse programming will enable groups with protected characteristics that currently come up against barriers to engagement, to participate in cultural activity. As a result the setting up of the Cultural Compact will have a positive and beneficial impact on the health, wellbeing and productivity of those in the protected characteristics groups who are enabled to participate in and to contribute to cultural activity.

Members of the BCP Equality Action Commission and Dorset Race Equality Council and members have reviewed and commented on the Cabinet Report and their comments and proposals incorporated.

BCP Equality Impact Assessment Template

Part 1 - The Project	
Policy/Service under development/review:	Setting up the BCP Cultural Compact
Service Unit:	Destination and Culture
Service Lead:	Michael Spender
Equality Impact Assessment Team:	Michael Spender Katie Heaton (Destination and Culture EDI Rep).
Date assessment started:	01/01/2019
Date assessment completed:	02/11/2020
What are the aims/objectives of the policy/service?	<ol style="list-style-type: none"> 1. The recommendations of the 2019 BCP Cultural Enquiry were widely accepted and Arts Council England agreed to the setting up of a multi-sector BCP Cultural Compact to deliver on the recommendations of the Enquiry and deliver a Cultural Strategy shared with the Council and further strategic development. 2. The Cultural Compact will maximise the benefits of BCP's cultural assets and encourage a more integrated offer which will easier for all sectors of the community to understand and access. 3. This will widen participation in terms of equality of access to take account of all sections of the community, bringing people together and enabling people who share different characteristics and heritage to enjoy cultural activity together in a common space, building community cohesion.

BCP Equality Impact Assessment Template

Part 1 - The Project

Actions	<ol style="list-style-type: none"> 1. An inclusive and diverse Cultural Compact will be created in 2021. 2. Corporate Strategy measures for visits to museums and engagement in cultural activity will be developed from 2021 together with other measures, to be defined, that ensure fully inclusive cultural participation. 3. A Cultural Strategy will be developed for the whole community, including all groups with protected characteristics leading to the delivery of engaging cultural activity that the whole community can co-create, contribute to and participate in. 4. Cultural Strategy outcomes will be achieved from 2022.
Are there any associated services, policies or procedures?	<p>Yes (If 'Yes', please list or link below)</p> <p>BCP Council Corporate Strategy; BCP Council People Strategy; BCP Council Equality Action Commission; Corporate Equality Action Plan; Community Equality Champions; Employee Equality Champions; Equality & Diversity Policy Equality & Diversity Strategy; Equality Governance structure; Equality Monitoring; Public Sector Equality Duty; Service Unit Equality Champions; Strategic Equality Leadership Group (SELG); Dorset Race Equality Council</p>

BCP Equality Impact Assessment Template

Part 1 - The Project

Please list the main people, or groups, that this policy/service is designed to benefit, and any other stakeholders involved:	BCP Residents Visitors to BCP area The cultural sector in BCP BCP businesses and the tourism and hospitality industry
With consideration for their clients, please list any other organisations, statutory, voluntary or community that the policy/service/process will affect:	All community groups in BCP Statutory & voluntary Partners

Part 2 – Supporting Evidence¹

Please list and/or link to below any recent & relevant consultation & engagement that can be used to demonstrate a clear understanding of those with a legitimate interest in the policy/service/process and the relevant findings:

1. The Cultural Enquiry carried out consultation with over 1,000 residents at 50 events and online to establish the priorities of creative practitioners and communities. It was very clear that our creative communities were receptive to cultural development of the kind envisaged. A report of benchmark examples and learning resulting from them was compiled.
2. Further consultation online took place from February to March 2020.

¹ This could include: service monitoring reports, research, customer satisfaction surveys & feedback, workforce monitoring, staff surveys, opinions and information from trade unions, previous completed EIAs (including those of other organisations) feedback from focus groups & individuals or organisations representing the interests of key target groups or similar.

BCP Equality Impact Assessment Template

Part 2 – Supporting Evidence¹

The results of this consultation gave a clear set of priorities for cultural development which informed the establishment of the Cultural Compact and development of the Cultural Strategy. In February-April 2020 we consulted online with the creative community and the survey results are at Appendix 5.

However, when compared to the BCP population some groups with protected characteristics were not well enough represented in the consultation feedback. It will therefore be important for the Cultural Compact and the Council to collect data and consult further with communities and groups to inform the development of the Cultural Strategy. For example, the Cultural Enquiry found that young people felt under-represented in cultural activity and Black, Asian and Minority Ethnic communities were under-represented in the Cultural Enquiry. It is also well documented that people with disability are less likely to participate in cultural and art activities.

Because of this under-representation, in preparing this report there has been wide consultation, including with BCP Council's Equality Action Commission and Policy and Performance Manager, and the Dorset Race Equality Council. As a result proposals for the Cultural Compact have developed and budget has been set aside for ongoing engagement with underserved and under-represented communities and groups to ensure they are fully represented and served in the development of the Cultural Compact and Cultural Strategy and subsequent activity and opportunities. Both must be relevant to and representative of all residents.

The engagement work will support recruitment that encourages and enable representatives of underserved groups and communities to consider the new officer posts and membership of the Cultural Compact board and consultative group.

3. Further consultees:

BCP Council Equality Action Commission
Dorset Race Equality Council
BCP Council Policy and Performance Manager
Destination and Culture EDI representative
External cultural stakeholders, communities and groups
Arts Council England

BCP Equality Impact Assessment Template

Part 2 – Supporting Evidence¹

4. Engagement with under-represented groups or their representatives such as Access Dorset, Dots Disability, Age UK, Unity in Vision, Dorset Race Equality Council and community groups will be undertaken during the project to ensure their views and needs are taken into account during the development of the Cultural Compact. This may need to be written into the specification later on. It is well documented that people with disability are less likely to participate in cultural and art activities.

Please list and/or link to below any recent & relevant consultation & engagement that can be used to demonstrate a clear understanding of those with a legitimate interest in the policy/service/process and the relevant findings:

5. The Cultural Enquiry worked over 10 months across BCP to facilitate animated conversations which enhance networking, convene purposeful dialogue on the key issues and opportunities for culture and collect evidence to inform a set of strategic themes and priorities for culture in BCP. Over 1,000 people were actively engaged in over 50 events and platforms. These included:
 - February 2019 Launch event at Arts University Bournemouth, including introductions from Darren Henley, Chief Executive of Arts Council England, and Professor Stuart Bartholomew, then Principal and Vice-Chancellor of Arts University Bournemouth
 - March: Technology and the Arts workshop hosted by Pavilion Dance South West, facilitated by Dick Penny of Watershed Bristol
 - March: Placemaking and culture open space event, hosted by Lighthouse Poole, with speakers including Dom Jinks of Exeter Culture, Libby Battaglia from Light up Poole, and Elspeth McBain of Lighthouse.
 - April: People and the Arts workshop, hosted by Poole Museum, with a contribution from Oli Rantala of Oulu Municipality, Finland, Colette Bailey of Metal, Southend, Michael Spender of Poole Museums and Phil Hallett of Coda.
 - May: Health, wellbeing and communities event, hosted by Highcliffe Castle in Christchurch, featuring Val Birchall of Coventry City Council and Ruth Eastgate from Blackpool Grand Theatre

BCP Equality Impact Assessment Template

Part 2 – Supporting Evidence¹

- May: International partnerships and excellence, hosted by the Eco Hub in Poole's Dolphin Centre, with Carlos Martins, ex-Director of Guimarães, European Capital of Culture 2012, and Dougie Scarfe, Chief executive of the BSO.
 - June: Survey of young people launched – led by Digipigz
 - July: Cultural Ecologies and approaches to cultural planning, hosted by Russell Coates Museum with leading international cultural planning expert Professor Franco Bianchini and Director of Coventry, UK City of Culture 2021, Chenine Bhathena.
 - October: Council member briefing with newly elected BCP councillors, hosted by Pavilion Dance South West
 - October: Closing prioritisation workshop, hosted by The Lighthouse, with interventions from a range of key strategic partners.
6. The process also included many smaller meetings with local cultural networks and groups, cultural, education and health organisations, plus many individuals. including Power House Poole and the Bournemouth Emerging Arts Fringe (BEAF) in Boscombe.
 7. The Cultural Enquiry website provided a platform for dissemination and feedback throughout the process. It also included a Cultural Enquiry Blogspot: www.culturalequiry.co.uk The Cultural Enquiry Twitter platform generated a rich mix of perspectives: @culturalenquiry
 8. A series of formal 'written submissions' were also provided by individuals and organisations across BCP
 9. Notable amongst the feedback and findings relating to equalities and protected characteristics groups were the following:

The “invisible city”

- BCP, with its elongated urban form and polycentric structure mean the neighbourhood is a disproportionately important unit of scale for cultural development. Add to this the conurbation's unique economic and thus demographic profile – with, for example, an ageing population coupled with a very young and diverse population of students and people working in care and financial services – and BCP can be understood as a particularly complex place to develop and deliver culture.

BCP Equality Impact Assessment Template

Part 2 – Supporting Evidence¹

One participant in the Cultural Enquiry talked of BCP as ‘the invisible city’, where at different times of the day, many communities are out of sight, invisible (e.g. elderly people lack mobility and care workers are inside looking after the elderly people); or where different neighbourhoods are un-connected to one another, occupying a place in the other’s imagination, with very few opportunities or incentives to meet. This ‘invisible city’ paradigm makes typical approaches to grassroots cultural activity very challenging. Finding shared points of reference, values and ambitions for a place is difficult if communities are invisible to each other.

- Culture can of course play a powerful role in tackling this invisibility; but the capacity and resources of the cultural sector are not sufficient to deliver the kind of in-depth and engaging work required to build bridges and make cultural connections. Vital here is the connecting tissue between the NPOs and the community and voluntary sector, with a significant need for community-based hubs and networks, local decision-making in cultural resources, as well as tailored programming which targets intercultural and intergenerational dialogue. Such as aspects should be keenly engaged as part of the Local Plan, ensuring transport, planning and place embrace culture to reduce the invisible city effect of BCP. of the council.

Young people and diversity undervalued

- This invisible city effect means that certain demographic groups find it particularly challenging to find a voice and then have their voice heard in the cultural system of BCP. This is the case for young people, older people and ethnic minorities. Participants in the Cultural Enquiry have talked passionately of the need to open-up the cultural system of BCP, to diversify decision-making, and to support young people and their interests alongside more championing of diversity. The Cultural Enquiry survey showed that young people want more opportunities to watch live music and performance, more festivals, move international food and a stronger nightlife as well as real improvements in safety and transportation.
- We tracked comments relating to the Cultural Enquiry on the Bournemouth Echo website. There were no comments relating to EDI.

A summary of benchmark examples and learning resulting from them was compiled: [BCP Cultural Enquiry Appendix 1 Case Studies.docxx.pdf](#)

A Cultural Future online consultation, Feb-April 2020: . [BCP Cultural Future Survey results May 2020.pdf](#)

BCP Equality Impact Assessment Template

Part 2 – Supporting Evidence¹

Contextual document setting out how people can participate in culture: ‘Let’s Create’ – Arts Council England’s 10-year strategy: <https://www.artscouncil.org.uk/letscreate>

If there is insufficient consultation or engagement information please explain in the Action plan what further consultation will be undertaken, who with and how:

The Council and Cultural Compact will carry out further research to gather data describing which communities and groups with protected characteristics are excluded from cultural activity for reasons such as poor access or access information, perceptions of elitist “culture vultures” and high art programming, incohesive marketing, access to buildings and spaces, lack of beginners’ classes, high price points, or that culture is not for “people like me”.

The Cultural Compact will engage with these communities and groups to co-create a Cultural Strategy and Plan which is owned and loved by the whole community.

Please list or link to any relevant research, census and other evidence or information that is available and relevant to this EIA:

We will use the data provided in the BCP Insight reports to target wards, communities and protected characteristics groups to gather data, consult, engage and ensure they are fully represented in decision making about the Cultural Strategy:

<https://public.tableau.com/profile/bcpinsight#!/>

Bournemouth, Christchurch and Poole Cultural Enquiry <https://bcpculturalcollective.co.uk/wp-content/uploads/2020/02/BCP-Cultural-Enquiry-Report-VF.pdf>

Please list below any service user/employee monitoring data available and relevant to this policy/service/process and what it shows in relation to any Protected Characteristic:

<https://public.tableau.com/profile/bcpinsight#!/>

BCP Equality Impact Assessment Template

Part 2 – Supporting Evidence¹

If there is insufficient research and monitoring data, please explain in the Action plan what information will be gathered:

Part 3 – Assessing the Impact by Equality Characteristic

Use the evidence to determine the impacts, positive or negative for each Equality Characteristic listed below. Listing negative impacts will help protect the organisation from potential litigation in the future; it does not mean the policy cannot continue.

Click here for more guidance on how to understand the impact of the service/policy/procedure against each characteristic.

If the impact is not known please explain in the Action plan what steps will be taken to find out.

	Actual or potential positive outcome	Actual or potential negative outcome
1. Age ²	<p>Age UK research shows a clear link between participation in creative and cultural activity and well being for older people. As many elderly people are often alone supporting people to come together and find a shared interest or purpose are key drivers to enhancing well-being. Other research shows there can be cognitive and physical benefits, which flows from engagement. Improving access to and participation in cultural activity can potentially improve health, well-being and quality of life for older people.</p> <p>Those under 18 are not included in this characteristic but all young people, and especially more disadvantaged children will</p>	<p>The barriers to older people engaging in cultural activity include location, transport, poor health (mental or physical), poor social networks and low income. Although many activities are free, there are indirect costs such as transport, materials, room hire or simply refreshments. Carers may need respite care, and older people who are on their own may need a friend to go with them.</p> <p>Transport, location and cost must be taken into account in programming for older people and action taken to reduce these barriers and make the offer more age-friendly.</p>

² Under this characteristic, The Equality Act only applies to those over 18.

BCP Equality Impact Assessment Template

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	Actual or potential positive outcome	Actual or potential negative outcome
	have full access to the wealth of artistic and cultural opportunities.	<p>Failure to overcome these barriers won't achieve the desired positive outcomes and as the population ages have an overall negative effect.</p> <p>If the council does not protect the buildings and services that older people value, such as libraries and community centres this will negatively impact the policy.</p> <p>BCP has an ageing population with the number of residents' aged 65 and over set to increase by 18% prior to 2028.</p>
2. Disability ³	Engagement with arts and culture can have a transformative impact on disabled people. Arts and culture should make as huge a	Adults, children and young people with disabilities do not currently have equal access to cultural opportunities.

³ Consider any reasonable adjustments that may need to be made to ensure fair access.

BCP Equality Impact Assessment Template

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	Actual or potential positive outcome	Actual or potential negative outcome
	<p>contribution to the lives of those with disability as it does to abled, offering additional opportunities to enhance health and wellbeing as well as enrich lives.</p> <p>Disabled artists are an important cultural asset in the UK and their engagement will be a priority.</p> <p>Access to culture for those with disabilities will be equal to those of able bodied.</p> <p>Anti Ableist principles to support and protect disabled people will be embedded and promoted.</p> <p>People with disabilities will be enabled to engage and co-create through opportunities to participate in life-long learning and cultural activity.</p>	<p>The Cultural Compact must work to eliminate those barriers or it will not achieve the positive outcomes. The Cultural compact must be advocates for access and inclusion to arts and culture.</p> <p>If public buildings and the public realm do not provide equal physical access this will negatively impact the policy and may breach the Equality Act.</p>
3. Sex	<p>Ensure that males and females have equal access to fully participate in cultural activity. Provision will be ensured for single sex cultural activity or participation within the exceptions defined in the Equality Act.</p> <p>Males dominate Art & Culture sectors.</p> <p>Females will be fully and as much as possible equally represented in cultural provision.</p>	<p>Females are under represented in Art and Culture sector providers and as artistic participants. For example only 5% of art sold in galleries worldwide is by female artists.</p> <p>Ethnic females are further underrepresented. If the policy does not seek to promote and improve representation of females across the sectors it will</p>

BCP Equality Impact Assessment Template

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	Actual or potential positive outcome	Actual or potential negative outcome
	Female artists and cultural providers will have the same opportunities as males to participate, engage, provide and showcase. Ethnic females will have greater representation. Females will be represented fully in the workforce and at leadership levels.	negatively impact positive aspiration to provide equal access and participation. Failure to provide equal opportunity for females may breach the Equality Act. Certain exemptions make it permissible for the provision of single sex facilities. Failure to do so may breach the Equality Act.
4. Gender reassignment ⁴	Ensure no Gender Reassignment discrimination or barriers to access, engage and participate in cultural activities. Promote inclusion equally with all other characteristics. Foster good relations for those who share this characteristic and those who do not.	Negative only if activity excludes or is biased against those individuals undergoing, intending to undergo or have gone through gender reassignment.
5. Pregnancy and Maternity	Cultural activity will be fully accessible to people who are pregnant or have young children. Cultural organisations have good policies and practices for pregnant women and those with young families.	Negative only if opportunities are not made available for pregnant women or young families.

⁴ Transgender refers people have a gender identity or gender expression that differs to the sex assigned at birth.

BCP Equality Impact Assessment Template

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	Actual or potential positive outcome	Actual or potential negative outcome
6. Marriage and Civil Partnership	Cultural activity will be fully accessible for people in all marriages and civil partnerships.	Negative only if opportunities are not made available for people in marriages and civil partnerships.
7. Race	<p>People of all races will be enabled to engage and co-create through opportunities to participate in cultural activity.</p> <p>Black and ethnic minorities will be positively encouraged to contribute, shape and be part of the cultural programme. They will have the same opportunities and have equal access to culture and its creativity.</p> <p>Black and ethnic minorities heritage will be recognised and valued equally and they will have the same opportunities to participate, engage, provide and showcase.</p> <p>Black and ethnic minorities will be represented fully in the workforce and at leadership levels.</p>	<p>Black and ethnic minorities are under represented in the Cultural Sector both in provision and participation. If the policy does not increase participation and engagement and contribution to the cultural programme the policy will not have achieved its aspirations.</p> <p>BCP has a rich mix of cultural diversity that can have positive impact on the community as a whole. Over 85 languages are spoken across BCP.</p> <p>Failure to engage these groups will result in lost opportunities for a vibrant cultural sector.</p> <p>Failure to take positive action to reduce inequality and access to cultural activity may breach the Equality Act.</p>
8. Religion or Belief	<p>People of all religions and beliefs will be enabled to engage and co-create through opportunities to participate in cultural activity.</p> <p>The religious heritage of our diverse faith groups will be recognised and valued.</p>	<p>Negative if diverse religions and beliefs not recognised in cultural activity.</p> <p>Although the population is largely Christian other faith groups include Muslim, Hindu, Buddhist and Jewish.</p>

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	Actual or potential positive outcome	Actual or potential negative outcome
	Minority faith groups will be encouraged to be part of the cultural programme.	Failure to take positive action to engage minority faith groups, reduce inequality and access to cultural activity may breach the Equality Act.
9. Sexual Orientation	Everyone regardless of sexual orientation will have equal access to engage, participate and contribute to the cultural programme or participate. Positive action will be taken to ensure where sexual orientation disadvantage varies across the groups (Heterosexual, Gay, Lesbian and Bisexual) inequity is removed and equal access is maintained for all groups. Ensure that those groups continue to be represented in events and cultural programmes.	Negative if sexuality is not recognised in cultural activity. Only 2% of residents identify as Lesbian, Gay or Bisexual. These groups already experience more discrimination and may be more negatively impacted if the policy does not take positive action to address that. Failure to do so may breach the Equality Act.
10. Armed Forces Community	Cultural activity, particularly in the heritage sector, is respectful of services commemorations and activity. Armed Forces community representatives will be included in programming of those commemorative events.	Armed forces community should be fully included in activity and opportunities to avoid negative impact on the services or the well-being of veterans.

BCP Equality Impact Assessment Template

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	Actual or potential positive outcome	Actual or potential negative outcome
	Veterans will be actively encouraged to engage and participate in cultural events.	
11. Any other factors/groups e.g. socio-economic status/carers etc ⁵	<p>Culture and cultural engagement are particularly beneficial for those with health and wellbeing issues. Research shows a clear link between participation in creative and cultural activity.</p> <p>For example carers, young carers, socially disadvantaged, those living in deprivation, and those with health issues will be positively targeted to provide equal access to engage and participate in culture.</p> <p>Disadvantaged children will be a priority. Positive action will be taken to engage under represented and under served communities.</p>	<p>People with good social networks, good health and good financial resources are more likely to have high levels of wellbeing. These people also have greater access to cultural activity.</p> <p>3% of BCP's population lives in the 10% most deprived areas of England. 10% live in the 20% most deprived area whilst 20% live in the 20% least deprived in England.</p> <p>Barriers to those underserved and under represented communities are often location, transport and cost. Failure to over come those barriers and engage will result in these groups falling further behind.</p>

⁵ People on low incomes or no income, unemployed, carers, part-time, seasonal workers and shift workers

BCP Equality Impact Assessment Template

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	Actual or potential positive outcome	Actual or potential negative outcome
12. Human Rights	The policy will benefit people by supporting their human rights to life, live free from discrimination and the right to freedom of expression.	An opportunity to challenge infringements to human rights would be missed if culture does not continue to champion such causes.

Any policy which shows actual or potential unlawful discrimination must be stopped, removed or changed.

Part 4 – Equality Impact Action Plan

Please complete this Action Plan for any negative or unknown impacts identified in the assessment table above.

Issue identified	Action required to reduce impact	Timescale	Responsible officer
Consultation about the make up of the Cultural Compact board and consultative	Communities and groups and residents of the Invisible City will be consulted about representation, preferences, needs and benefits of	2020/21	Michael Spender

BCP Equality Impact Assessment Template

partners must be fully inclusive and diverse	cultural engagement and encouraged to be involved in a leadership role.		
Cultural Strategy and plan must be fully inclusive and diverse	Communities and groups and residents of the Invisible City will be consulted about strategy and plan, co-creation, marketing, opportunities and support requirements from funders. Under-represented communities and groups will be identified by the Cultural Compact and Council to ensure they are fully engaged in and can co-create the Strategy and plan	2021/22	Michael Spender
Cultural leadership and workforce should be inclusive	Cultural organisations will be encouraged to adopt EDI recruitment policies and procedures.	2021/22	Michael Spender

Key contacts for further advice and guidance:

Equality & Diversity:

[Sam Johnson - Policy and Performance Manager](#)

Consultation & Research:

[Lisa Stuchberry – Insight Manager](#)