

## **Stage 1: Equality Impact Assessment**

### **1. What are the main aims, purpose and outcomes of the Policy and how do these fit with the wider aims of the organisation?**

We are supporting Kent Arts & Wellbeing (KAAW) in their funding application to deliver a high quality arts project in the town, which forms part of a Kent-wide strategic programme.

This work fulfils the strategic objective 'A Thriving Place' and its subsections 'A vibrant leisure and culture offer, enjoyed by residents and attractive to visitors' and 'Skills level and earning potential of our residents are raised'.

It also contributes to the strategic objective 'Homes and Communities' and its subsections 'A diverse range of community activities is encouraged' and 'Community Facilities and Services in the right place at the right time to support communities'.

In addition, it meets two cross-cutting themes: Health inequalities are addressed and reduced, and Deprivation is reduced, and social mobility is improved.

### **2. How do these aims affect our duty to:**

- **Eliminate unlawful discrimination, harassment and victimization and other conduct prohibited by the act.**
- **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- **Foster good relations between people who share a protected characteristic and those who do not.**

- **Advance equality of opportunity between people who share a protected characteristic and those who do not**

The project will seek to increase opportunities for people to participate in arts and cultural activities who do not normally have access to them.

- **Foster good relations between people who share a protected characteristic and those who do not.**

The project will work with under-represented communities and those sharing a protected characteristic to deliver inclusive arts opportunities.

### **3. What aspects of the policy, including how it is delivered or accessed, could contribute to inequality?**

The project will seek to work specifically with the homeless and those with chaotic lifestyles. There is the possibility that this could alienate others who also face life challenges but are not in the primary target group.

**4. Will the policy have an impact (positive or negative) upon the lives of people, including particular communities and groups who have protected characteristics ? What evidence do you have for this?**

The primary aim of the project is to work with the homeless/people with chaotic lifestyles, and other communities of interest, some of whom may have protected characteristics.

If the answer to the second question has identified potential impacts and you have answered yes to any of the remaining questions then you should carry out a full EQIA set out as stage 2 below.

**Stage 2: Equality Impact Assessment**

<b>Name of Policy/Service/Function</b>
Kent Arts & Wellbeing Strategic Programme
<b>Purpose</b>
To support KAAW in their funding bid to deliver a Kent-wide strategic programme. This will include a high quality arts programme in Maidstone aimed specifically at the homeless/people with chaotic lifestyles, and other communities of interest.
<b>Who defines and manages it?</b>
Kent Arts & Wellbeing are responsible for the development and management of the programme.
<b>Who do you intend to benefit from it and how?</b>
The project will create a community choir for homeless people and those with chaotic lifestyles. The wider programme will also seek to work with other communities of interest, which we will help to identify as part of our support to KAAW.
<b>What could prevent people from getting the most out of the policy / service / function?</b>
The initial funding bid may be unsuccessful, and no other sources of

<p>funding may be available.</p> <p>The chosen venue may not be easily accessible to all potential service users.</p> <p>Singing has been identified as the preferred arts activity, but this may not appeal to everyone in the target group.</p>
<p><b>How will you get your customers involved in the analysis and how will you tell people about it?</b></p>
<p>The Community Outreach team will work with KAAW to directly engage potential participants in the project. KAAW will be responsible for all other aspects of project delivery, management and reporting.</p>
<p><b>Evidence</b></p>
<p><b>How will you know if the policy delivers its intended outcome / benefits?</b></p>
<p>Participants will be asked to complete a survey at the end of the project which will seek to measure a number of factors, including:</p> <ul style="list-style-type: none"> <li>• confidence levels</li> <li>• mental health</li> <li>• skills development</li> <li>• ability to make positive life changes</li> </ul> <p>We would expect participants to report improvements in all areas.</p>
<p><b>How satisfied are your customers and how do you know?</b></p>
<p>The feedback from people who have taken part in similar projects elsewhere in the country has been positive and their comments suggest a high level of satisfaction.</p>
<p><b>What existing data do you have on the people that use the service and the wider population?</b></p>
<p>Information relating to service users is held by the Community Outreach team.</p> <p>Within the wider population, there is a strong musical tradition in Maidstone with a large number of successful choirs, including traditional 'choral societies' and more informal community groups.</p>
<p><b>What other information would it be useful to have? How could you get this?</b></p>

<p>KAAW will need support in identifying potential participants for the homeless choir, as well as identifying areas of higher deprivation for other arts activities as part of the wider strategic programme. MBC has a large repository of data that can assist with this, which will be made available as part of our support to KAAW.</p>
<p><b>Are you breaking down data by equality groups where relevant (such as by gender, age, disability, ethnicity, sexual orientation, marital status, religion and belief, pregnancy and maternity)?</b></p>
<p>Yes</p>
<p><b>Are you using partners, stakeholders, and councillors to get information and feedback?</b></p>
<p>Yes</p>
<p><b>Impact</b></p>
<p><b>Are some people benefiting more – or less - than others? If so, why might this be?</b></p>
<p>As the project is specifically aiming to work with the homeless/people with chaotic lifestyles, these groups will benefit most.</p>
<p><b>Actions</b></p>
<p><b>If the evidence suggests that the policy / service / function benefits a particular group – or disadvantages another - is there a justifiable reason for this and if so, what is it?</b></p>
<p>Providing benefit to the identified groups is fundamental to the purpose of the project.</p>
<p><b>Is it discriminatory in any way?</b></p>
<p>No</p>
<p><b>Is there a possible impact in relationships or perceptions between different parts of the community?</b></p>
<p>No</p>
<p><b>What measures can you put in place to reduce disadvantages?</b></p>
<p>We will look to work with KAAW to ensure that the chosen venue is fully accessible and that all potential participants are given equal opportunity to get involved.</p>
<p><b>Do you need to consult further?</b></p>

No
<b>Have you identified any potential improvements to customer service?</b>
Delivery of the project will enhance opportunities for target groups to engage in arts and cultural activities and become more active members of the community.
<b>Who should you tell about the outcomes of this analysis?</b>
Members of the ERL committee
<b>Have you built the actions into your Service Plan or Policy Implementation Plan with a clear timescale?</b>
Not at this stage as the project is subject to a successful funding bid.
<b>When will this assessment need to be repeated?</b>
N/A