

SSA EQUALITY IMPACT AND NEEDS ANALYSIS

Directorate	Chief Executive Group
Service Area	Arts and Culture Service , Economic Development and Management
Service/policy/function being assessed	Wandsworth's Arts and Culture Strategy 2021-2031
Which borough (s) does the service/policy apply to	Wandsworth
Staff involved	Sara O 'Donnell , Head of Arts and Culture
Date approved by Directorate Equality Group (if applicable)	N/A
Date approved by Policy and Review Manager All EINAs must be signed off by the Policy and Review Manager	

SUMMARY

This Equality Impact and needs analysis document provides an assessment of the impact of the recommendations in paper 21-351. The key element of this which is the adoption of the final version of the Wandsworth Arts and Culture Strategy and the approval of the phase 1 action plan .

The Arts Council England Joint Cultural Needs Assessment (JCNA) model was used to develop and inform the strategy and associated action plan. The JCNA process is designed to give local communities the opportunity to give voice to their own cultural aspirations and needs in dialogue with cultural organisations and providers. This puts equalities considerations at the heart of the approach ensuring that the voice of all sections of the Wandsworth communities are heard.

The format and approach taken in developing the strategy has also ensured that impact on people with protected characteristics has been assessed and considered in both the key thematic aspects(Place Shaping ,Economic Growth ,Communities and partnerships, Learning and Education, Health and Well Being) but also in the cross cutting access to all elements .

The Access for All element of the strategy ensures that there is a focus throughout the work on access to culture is available to all parts of the community, actively addressing identified needs to improve access, and that extra support is given to the work of improving inclusion and diversity.

During the spring and summer of 2021, the service carried out an extensive consultation exercise focused on cultural organisations, community groups , key stakeholders, and Wandsworth citizens. The consultation responses were in the main very positive with no specific changes results in respect of the protected characteristic groups.

1. Background

The Wandsworth’s Arts and Culture Strategy 2021-2031 sets a framework for arts and culture to play a vital role in making Wandsworth a prosperous, healthy, and attractive place to live. It articulates the role that arts and culture has in Wandsworth in bringing people together, reflecting the rich tapestry of communities that have settled in Wandsworth and providing a sense of vitality and belonging,.

The strategy has been developed in partnership with key stakeholders and Wandsworth citizens. The Council was chosen to pilot a new Arts Council England Joint Cultural Needs assessment model, this framework was used to develop the new strategy

The framework uses a place based approach which focuses on developing a strategic response to the cultural and non-cultural needs of the local communities , based on a joint assessment of the actions needed to improve the cultural lives of **all and to reduce inequalities and obstacles to participation** in arts and culture.

The strategy and associated action plan set out the services and initiatives delivered directly by the council , those delivered in partnership with key stakeholders, and those that key partners are planning to deliver to contribute to the achievement of our collective vision.

The Wandsworth’s Arts and Culture Strategy 2021-2031 identifies seven strategic goals(five thematic and two cross cutting).

Thematic

- Place Shaping
- Economic Growth
- Communities and partnerships
- Learning and Education
- Health and Well Being

Cross cutting

- Access to all
- Climate Emergency and sustainability

The report also includes the following additional and supplementary proposals :

1. To raise the maximum award level for the Arts Theme of the Wandsworth Grant Fund to £10,000 so that it is aligned with the other WGF themes. If approved, this would commence from 1st April 2022.
2. Approve the development of three outcomes-based tenders of the value of £20,000 pa for 5 years (with the option to extend for another 3 years) to fill the main gap identified which is to develop the cultural offers available to residents (the three tenders focusing on different ages) that support health and wellbeing.

2. Analysis of need and impact

Protected group	Findings
Age	Wandsworth has a higher proportion of young people than the London average, with 18.9% of the population aged 20- 29 compared to 15.3% across London.
Disability	In Wandsworth 10.68% of the population has a disability which limits their day-to-day activities. 12.4% of the working age population meets the definition of disabled under the Equality

	Act, and a further 9.8% have a work-limiting disability.																		
Gender (sex)	The Wandsworth population comprises of 51.95 % females (172,742) and 48.05 % males (159,783) .																		
Gender reassignment	There is little data about the number of transgender people in Wandsworth, however the Government Equalities estimates that there are between 200,000 and 500,000 trans people in the UK.																		
Marriage and civil partnership	N/A																		
Pregnancy and maternity	Local data on pregnancy and maternity is not available.																		
Race/ethnicity	<p>Breakdown of Wandsworth population by ethnicity</p> <table border="1"> <thead> <tr> <th>Ethnicity</th> <th>Total</th> <th>% total population</th> </tr> </thead> <tbody> <tr> <td>Asian / Asian British</td> <td>26,389</td> <td>10%</td> </tr> <tr> <td>Black/ African/ Caribbean/ Black British</td> <td>23,365</td> <td>9%</td> </tr> <tr> <td>Mixed/multiple ethnic group</td> <td>8,862</td> <td>4%</td> </tr> <tr> <td>Other Ethnic group</td> <td>5,137</td> <td>2%</td> </tr> <tr> <td>White</td> <td>187,605</td> <td>75%</td> </tr> </tbody> </table>	Ethnicity	Total	% total population	Asian / Asian British	26,389	10%	Black/ African/ Caribbean/ Black British	23,365	9%	Mixed/multiple ethnic group	8,862	4%	Other Ethnic group	5,137	2%	White	187,605	75%
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Religion and belief, including non belief	<p>The table below shows the Wandsworth population's stated religious beliefs.</p> <table border="1"> <tbody> <tr> <td>Christian</td> <td>53%</td> </tr> <tr> <td>Jewish</td> <td>0.5%</td> </tr> <tr> <td>Muslim</td> <td>8%</td> </tr> <tr> <td>Hindu</td> <td>2.1%</td> </tr> <tr> <td>Buddhist</td> <td>0.8%</td> </tr> <tr> <td>Sikh</td> <td>0.27%</td> </tr> <tr> <td>Other religion</td> <td>0.42%</td> </tr> <tr> <td>No religion</td> <td>27%</td> </tr> <tr> <td>Not stated</td> <td>7.8%</td> </tr> </tbody> </table>	Christian	53%	Jewish	0.5%	Muslim	8%	Hindu	2.1%	Buddhist	0.8%	Sikh	0.27%	Other religion	0.42%	No religion	27%	Not stated	7.8%
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Sexual orientation	<p>Reliable borough level data on sexual orientation is not available, however in 2017 the ONS produced the following estimate for Inner London:</p> <ul style="list-style-type: none"> • Heterosexual 85.4% • Gay or Lesbian 3.1% • Bisexual 0.7% • Other 0.4% • Don't know/ refuse 10.4% 																		

Data gaps.

Data gap(s)	How will this be addressed?
Gender reassignment/ marriage and civil partnership	Review the opportunities to collect more robust local data for these characteristics
Protected characteristics groups	To use the JCNA data sets and work with partner organisations to collect and analyse data on protected characteristics groups engagement and participation in arts events across Wandsworth.

3. Impact

Protected group	Positive	Negative
Age	The strategy and action plan provide a focus on the needs of children and young people through the Learning and Education theme with associated initiatives and actions designed to embed arts and culture in the support offered to young people to improve their health and wellbeing:	No negative impact identified. The impact of the proposed actions will be monitored to ensure that there is a positive impact for residents.
Disability	There is a specific focus on disability in the action plan with a commitment to Work with Adult Social Care, Children’s Services, and a wide range of external partners to ensure that both young people and adults with disabilities, both learning and physical, are able to access a range of cultural engagement and creative employment opportunities.	No negative impact identified. The impact of the proposed actions will be monitored to ensure that there is a positive impact for disabled residents.
Gender (sex)	The strategy makes a commitment to improve all residents’ quality of life by increasing and broadening cultural and creative participation opportunities, this will be delivered through the breadth and range of opportunities delved by the council and partner organisations, focusing on all section of the community .	No negative impact identified. The impact of the proposed actions will be monitored to ensure that there is a positive impact for residents.

Gender reassignment	There is currently limited data available , however a commitment to make cultural services more inclusive ,the strategy the approach through the access for all cross cutting theme and association actions .	No specific negative impact identified as further data is required and not currently collected nationally or locally. The impact of the proposed actions will be monitored and steps to improve data collection will be taken.
Marriage and civil partnership	No specific issues identified	No negative impact identified. The impact of the proposed actions will be monitored to ensure that there is a positive impact for residents.
Pregnancy and maternity	No specific issues identified	No negative impact identified. The impact of the proposed actions will be monitored to ensure that there is a positive impact for residents.
Race/ethnicity	The Communities and partnership element of the strategy commits to Work with local communities and the cultural sector to produce new work and events that support/celebrate the diversity, histories, and identities of local neighborhoods.	No negative impact identified. The impact of the proposed actions will be monitored to ensure that there is a positive impact for residents from minority ethnic group.
Religion and belief, including non belief	The Place based nature of both the developmental model (JCNA) and the focus for the delivery ensures that all communities are provided with access to arts and cultural opportunities including people with religious beliefs and those with non belief views.	No negative impact identified. The impact of the proposed actions will be monitored to ensure that there is a positive impact for residents.
Sexual orientation	Running through all the themes in the strategy is a commitment to access and equality , an example of focus on the LGBT community is the output from the providing training and paid employment for local people into the creative sector:	No negative impact identified. The impact of the proposed actions will be monitored to ensure that there is a positive impact for residents.

4. Actions

Action	Lead Officer	Deadline
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Annual review of the Action Plan	Head of Arts and Culture	Annually
Launch of the JCNA data base as a resource for Wandsworth arts and cultural community	Head of Arts and Culture	Spring 2022
Develop an approach to collecting protected characteristic group data for the Wandsworth arts and Culture sector	Head of Arts and Culture	June 2022

5. Consultation

The JCNA model used extensive consultation and engagement approaches to inform the development of the Wandsworth's Arts and Culture Strategy 2021-2031.