

# EQUALITY IMPACT ASSESSMENT

Reduction in cultural grants to arts organisations

Reference: EIA000345



EIA Form About your EIA

Reference number	EIA000345
Date Submitted	02/02/2024
Subject of the EIA	Reduction in cultural grants to arts organisations
Brief description of the policy, service or function covered by the EIA	Cultural Development Service grants reduction to regularly funded arts organisations - City of Birmingham Symphony Orchestra, Birmingham REP Theatre, Birmingham Royal Ballet, IKON Gallery, Birmingham Opera Company, FABRIC, Sampad, Ex Cathedra, Legacy Centre of Excellence and B:Music. A proposed 50% cut in 2024/25 and 100% cut in 2025/26 (except for one residual grant to B:Music for ICC rent & service charges). This is an initial assessment as the service is delivered by third party organisations (not direct) and, as we have not formally notified organisations of the likely reduction, they will not have made decisions with their Boards to cut service areas, including those that specify Protected Characteristics but, we have made observations where we anticipate there are likely impacts where the focus is on three main PC's - Age, Disability and Ethnicity but there may well be other PC's such as Gender or Religion/Belief's that subsequently have defined impacts that can't be assessed at this time. It is worth noting that as a condition of their grant aid, all funded arts organisations are required to produce and abide by various Policies including Access and Inclusion. We will be able to refresh at the first review in six months time.
Equality Assessment is in support of...	["Amended function", "Amended service"]



Data Sources	
Data sources	["Interviews", "Quantitative data (please specify in the box below)", "Relevant reports/strategies"]
Data source details	- Arts Budgets grants breakdown / proposed reductions Q:\Head of Cultural Development - Symon\Budget\Savings proposals - Interviews with cultural organisations affected and some initial feedback received

### Protected Characteristics

Protected Characteristic	Age
Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["0-9 years", "10-19 years", "20-29 years", "30-39 years", "40-49 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]
Please describe the impact to the age characteristic	All ages will potentially be indirectly affected by cuts to arts organisations grants aQETQq22/i6(pote)-3b



Please describe the impact to the disability characteristic	Individuals will potentially be indirectly affected by cuts to arts organisations grants as this will likely reduce arts organisations ability to deliver cultural engagement activity projects to those they serve with disabilities. We do not yet know the specific groups or individuals affected until the organisations have formally been notified of cuts and decided on what programme elements for certain groups will have to be cut or reduced. We will be able to assess more fully at the next review stage in six months time.
How will you mitigate against any negative impact to the disability characteristic?	Will have to be down to the cultural organisation affected to make that decision but we will support with signposting any external income that may be available

Protected Characteristic	Sex
Does this proposal impact citizens based on their sex as per the Equality Act 2010?	No
What sexes will be impacted by this proposal?	
Please describe the impact to the sex characteristic	N/A
How will you mitigate against any negative impact to the sex characteristic?	N/A

Protected Characteristic - Gender Reassignment



What legal marital or registered civil partnership



<p>Please describe the impact to the ethnicity and race characteristic</p>	<p>All funded organisations are required to hold and abide by comprehensive Access &amp; Inclusion Policies i.e. programme for all. So all ethnicities will potentially be indirectly affected by cuts to arts organisations grants as this will likely reduce their ability to deliver cultural engagement activity projects to different ethnic groups and communities. Many of the large regularly funded cultural organisations are based in the city centre but provide engagement opportunities all across the city. Some like Legacy Centre of Excellence (based in Aston) serves the local community and wider city Black and Asian communities in particular. Sampad is a South Asian Dance Agency but serves all communities.</p>
<p>How will you mitigate against any negative impact to the ethnicity and race characteristic?</p>	<p>Will have to be down to the cultural organisation affected by the funding cuts to make that call once they have agreed the reduction in programme with their respective boards. We will help signpost organisations to alternative funding stream where possible.</p>

**Protected Characteristic - Religion or Beliefs**

<p>Does this proposal impact people's religion or beliefs as per the Equality Act 2010?</p>	<p>No</p>
<p>What religions could be impacted by this proposal?</p>	<p>N/A</p>
<p>Please describe the impact to the religion or beliefs characteristic</p>	<p>N/A</p>
<p>How will you mitigate against any negative impact to the religion or beliefs characteristic?</p>	<p>N/A</p>

**Protected Characteristic - Sexual Orientation**

<p>Does this proposal impact people's sexual orientation as per the Equality Act 2010?</p>	<p>No</p>
<p>What sexual orientations may be impacted by this proposal?</p>	<p>N/A</p>
<p>Please describe the impact to the sexual orientation characteristic</p>	<p>N/A</p>



