

# Coventry City Council Equality and Consultation Analysis (ECA) Form

***In line with the principles of decision making outlined in the City Council Constitution, the Council will ensure that its decision making is open and transparent, and that due regard is given to the Council's obligations and desire to promote equality of opportunity and equal treatment.***

## Part 1

***This part must be completed before formal consultation is undertaken and must be available during the consultation stage.***

**Author of this document:** Clare Mitchell, Development Manager – Arts and Cultural Partnerships

**Name of Service Area/Proposal:** Sports, Culture, Destination and Business Relationships

**Head of Service:** David Nuttall

**Date of completion:** 24 November 2016

### ***Background to the planned changes***

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- 1. What is the background to the planned changes? Why is this change being considered? *If further information is available on the different scenarios that have been considered as part of this work, provide a link to the public document which contains this information.***

In July 2015 Cabinet approved the development of a Coventry bid for the title of UK City of Culture and prioritised work with partners to accelerate the development of a new cultural strategy for Coventry in support for the long term positioning of culture in the city.

Currently there is a formal cultural strategy for Coventry in place which expires in 2017. The development of a new Cultural Strategy for 2017-27 has been commissioned to replace the existing formal strategy and plan for future cultural activities and resources for the city.

The Council is looking towards implementation of the new 10 year strategy in a structured manner with yearly action plans for each year to illustrate how the strategy translates into discreet actions for the sector.

As a consequence of the above intentions, Professor Jonathon Neelands (Associate Dean and Professor of Creativity Warwick Business School, University of Warwick) and Andrew Dixon (Culture, Creativity and Place) were appointed by Coventry City Council as lead consultants responsible for the development of a new cultural strategy. They were also assisted by Dr Geoff Wilcox (Director of Arts and Culture, Coventry University).

- 2. Who do you need to consider as part of this ECA? *\*stakeholder analysis***

The key partners for consideration include the cultural organisations in the city (either formally or formally constituted), the two universities (Coventry and Warwick), local charities or not for profit organisations that form part of the cultural life of the city, key national

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stakeholders (such as Arts Council England and Heritage England) and the residents of the city.

The cultural strategy will set out goals and ambitions for the city, but these cannot be achieved by the City Council working on its own and from within its own resources. To mitigate any risks, future growth will depend on a more coordinated investment plan that includes the universities, community action groups, volunteers, trusts, the commercial sector and national funding agencies such as Arts Council England (ACE), Historic England and the Heritage Lottery Fund (HLF). The partnership approach to the City of Culture 2021 bid has demonstrated the willingness of a wide variety of stakeholders to work together for the good of the city and a strong and clear cultural strategy will attract new private and public investment in its cultural infrastructure and vitality.

### *Pre-Consultation Engagement*

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*This section refers to any activities that took place (such as briefings, meetings, workshops, scoping exercises etc.) with stakeholders before the formal consultation period.*

#### **3. What engagement activities took place prior to formal consultation and what feedback was received in relation to equality issues?**

A significant amount of research was conducted in order to form the basis of the draft strategy. The consultation and research included:-

- Structured primary research projects which were carried out with households in Coventry (circa 2,000 responses), tourists (circa 2,000 responses) and audiences of cultural venues to the city
- Secondary research was carried out into resident demographics, education attainment, community groups and their activities, creative and cultural industries
- 20 hours of workshops were carried out linked to Coventry 2021. Feedback from consultation established a set of principles that ensure the new strategy
  - is inclusive
  - is accessible to all ages, cultures, communities and abilities
  - reflects the rich diversity of the city
  - builds on the heritage and values of the city
  - provides education and well-being
  - is sustainable and contributes positively to the local economy
  - has the vision to build Coventry's reputation as a visitor destination

### *Analysis of Impact*

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In this section please ensure that you consider the three aims of the general duty as they affect **protected groups**. These groups are:

Age  
Disability  
Gender  
Gender reassignment

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Marriage/Civil Partnership  
Pregnancy/Maternity  
Race  
Religion/Belief  
Sexual Orientation

The **three aims of the general duty** require that a public authority, in the exercise of its functions, must have due regard to the need to:

1. Eliminate discrimination, harassment and victimisation
2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

**Note – when identifying potential impacts below, please only include impacts that may exist over and above general impacts that may affect the wider community/population.** For example, a reduction in grant to Coventry Citizens Advice would affect all service users through a reduced level of first line advice being available to all – but it would affect the following groups more; age, disability, gender and race as they represent a larger proportion of the clients who use the advice service.

**Age: All ages - (Health and well-being):** Participation in and enjoyment of city wide professional and community arts programming should respond to the needs of all generations and combat isolation and mental health in our most vulnerable communities. Culture should make a major contribution to encouraging healthy lifestyles and physical activity.

**Children/Young People: (Lifelong learning):** All children and young people should be able to access the arts and creativity in schools and in their community which is not limited by family income, location or age. There should be opportunities for all generations to learn from and develop through the arts. Talent is recognised, developed and supported through to early careers in the cultural and creative industries and beyond.

**Race: (Diversity):** Communities and individuals are empowered to celebrate and share their heritages, cultures, abilities and identity and participate in the cultural life of the city. Diversity is one of Coventry's strengths and resources and the city is a place of mutual understanding celebration and learning.

- 4. Outline below how this proposal/review could impact on protected groups positively or negatively, and what steps (if any) could be taken to reduce any negative impact that has been identified. NB. only include realistic mitigating actions that could be delivered.**

No negative impact is anticipated. The Cultural Strategy should identify how structured investment can occur to ensure that the priority groups are included in cultural life in the city. Key aspects of work are identified in the strategy as having a possible positive impact on protected characteristics.

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**5. Are there any other vulnerable groups that could be affected? i.e. deprivation, looked after children, carers.**

The proposed cultural strategy will outline the potential for partnership investment into the cultural life of the city and aims to target investment to create positive impacts across the three aims of general duty for vulnerable groups.

For example; there is increasing evidence that arts interventions including using museums and galleries as venues can alleviate a wide range of physical and cognitive conditions including obesity, dementia and depression, and can support activity identified under the Marmot agenda. The strategy recommends a close working relationship between the cultural sector, health providers and public health strategies to maximise the opportunities for the social prescription of arts interventions for a wide range of conditions and health-related issues.

**6. What are the gaps in evidence? Can this be addressed during the consultation stage? If so, how?**

The strategy will be written in consultation and through dialogue with key stakeholders and community representatives and therefore it is important that we consult via:

- A steering group of key cultural leaders in the city.
- Meetings with artists, councillors, community activists, businesses and universities. The meetings to be documented to inform the development of the principles underpinning the strategy
- Further cultural strategy workshops where partners are consulted through structured consultation sessions and where an open call for delegates was made.
- Research on demographics, audiences and household engagement
- An in-depth analysis of audiences and the potential to increase attendance in arts events
- Extensive research into the cultures, people and neighbourhoods that make up the city
- An audit of the existing cultural and heritage resources in the city
- A 12 month tourism profiling study
- Phase Two consultation will address any remaining gaps and be used as a further check and challenge of a draft document written as a result initial consultation with the first phase consultees
- More detailed and targeted consultation with: Education, Disability groups and individuals, Public Health, Sports, National cultural bodies (including Heritage bodies)

**7. What are the likely impacts of this project/review on staff from protected groups?**

No negative impact identified

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## Part 2

*This section should be completed AFTER the consultation stage has been concluded.*

Author of this document: Clare Mitchell

Date of completion: 29 November 2016

### Post-Consultation

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8. Referring to the information detailed in question 4 of Part 1 of the ECA Form, state if the consultation has confirmed the potential impacts identified that were identified. Also detail below any additional information about potential impacts that has been highlighted during the consultation.

No negative impact anticipated. The Cultural Strategy identifies how structured investment can occur to ensure that the priority groups are included in cultural life in the city. Key aspects of this work are identified in Goals 2-4 of the strategy as having a possible positive impact on protected characteristics. i.e. direct references to Marmot are included within the strategy (formed in consultation with both Georgia Faherty([georgia.faherty@coventry.gov.uk](mailto:georgia.faherty@coventry.gov.uk)) and Hannah Watts ([hannah.watts@coventry.gov.uk](mailto:hannah.watts@coventry.gov.uk)) in Public Health in the Cultural Strategy 2017-27 Goal 4 and 'Big Idea 7' .

### Outcome of equality impact

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9. Indicate which of the following best describes the equality impact of this project/review:

- There will be **no** equality impact if the proposed option is implemented
- There will be **positive** equality impact if the proposed option is implemented
- There will be **negative** equality impact if the proposed option is implemented but this can be objectively justified
- There will be both **positive and negative** impacts if the proposed option is implemented

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## Summary of ECA

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**Write a paragraph below which summarises the key aspects of this ECA.**

***NB. - This paragraph will be included in the Decision-making Report as well as the end of year ECA report***

**Where specific objectives have been set for any protected groups around equality impact, also include this information below.**

In July 2015 Cabinet approved the development of a Coventry bid for the title of UK City of Culture and prioritised work with partners to accelerate the development of a new cultural strategy for Coventry in support of the long term positioning of culture in the city.

The development of a new Coventry Cultural Strategy for 2017-27 has been commissioned to replace the existing formal strategy and plan for future cultural activities and resources for the city.

Professor Jonathon Neelands (Associate Dean and Professor of Creativity Warwick Business School, University of Warwick) and Andrew Dixon (Culture Creativity and Place) were appointed by Coventry City Council as lead consultants responsible for the development of a new cultural strategy. They have undertaken significant research regarding the future cultural offer for Coventry and, as a result of significant consultation with key stakeholders, cultural organisations, community groups and individuals in the city drafted a proposed strategy which can currently be found on [www.covculture.com](http://www.covculture.com)

No negative impact for protected groups or concerning the three aims of general duty is anticipated. The Cultural Strategy identifies how structured investment can occur to ensure that the priority groups are more included in cultural life in the city. Key aspects of this work are identified in Goals 2-4 of the strategy.

Direct references to Marmot are included within the strategy (formed in consultation with Public Health colleagues) in the 'Cultural Strategy 2017-27 Goal 4 and 'Big Idea 7'

## Next steps

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Please send this completed ECA to the Insight Team as follows:

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## Version Control

Version	Date	Summary of changes (Author)
1.0.0	26.05.16	Initial release (Jaspal Mann)