

Impact Needs/Requirement Assessment Completion Form

Department: Customer and Community Engagement	Person Responsible: Cheryl Curling
Service Area: Communication Team	Timescale for Equality Impact Assessment : By 26 May 2011
Date: May 2011	Completion date: 2 June 2011
Name of service/policy/procedure/project etc: Festivals Review	Is the service/policy/procedure/project etc: New <input checked="" type="checkbox"/> Old <input type="checkbox"/>
Predictive <input checked="" type="checkbox"/> Retrospective <input type="checkbox"/>	Adverse impact <input checked="" type="checkbox"/> Not found <input type="checkbox"/> Found <input type="checkbox"/> Service/policy/procedure/project etc, amended to stop or reduce adverse impact Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Is there likely to be a differential impact on any group? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Please state below:
1. Grounds of race: Ethnicity, nationality or national origin e.g. people of different ethnic backgrounds including Gypsies and Travellers and Refugees/ Asylum Seekers Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	2. Grounds of gender: Sex, marital status, transgendered people and people with caring responsibilities Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
3. Grounds of disability: Physical or sensory impairment, mental disability or learning disability Yes <input type="checkbox"/> No <input type="checkbox"/>	4. Grounds of faith or belief: Religion/faith including people who do not have a religion Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
5. Grounds of sexual orientation: Lesbian, Gay and bisexual Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	6. Grounds of age: Older people, children and young People Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Consultation conducted Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Person responsible for arranging the review: Cheryl Curling, Communications Manager	Person responsible for publishing results of Equality Impact Assessment: Cheryl Curling, Communications Manager

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Person responsible for monitoring: Cheryl Curling, Communications Manager	Date results due to be published and where: June 2011 – Council website
Signed:	Date:

Please note that you must complete this form if you are undertaking a formal Impact Needs/Requirement Assessment. You may also wish to use this form for guidance to undertake an initial assessment, please indicate.

1. What is the service/policy/procedure/project etc to be assessed?

Festivals Review - Reduction of the festivals budget resulting in a reduced delivery of festivals activity.
Arts Review – Restructure of the Arts team to enable delivery of priorities.

2. Briefly describe the aim of the service/policy etc? What needs or duties is it designed to meet? How does it differ from any existing services/ policies etc in this area

There is a clear commitment from Brent Council to the development of an improved arts and culture offer in Brent and a strategic context for change outlined in the Borough Plan 2010-2014, Brent Cultural Strategy 2010-2015 and the One Council agenda. A clear strategy for arts and festivals provision in Brent is overdue and there is an increasingly urgent need for clarity and direction for a number of reasons:

- Public sector spending cuts and the need to make savings
- Imbalance of resource invested in festivals as the programme has developed in an 'ad hoc' way over time.
- Need for clear outcomes from grant funded organisations.
- Fragmented approach to delivery of events across the council.
- The opening of the Civic Centre in 2013 with the potential to provide significant cultural opportunities.

Under sections 144 and 145 of the Local Government Act 1972 the Local Authority has a power to provide (or arrange for the provision of) entertainment, the development and improvement of the knowledge, understanding and practice of the arts, and otherwise attract visitors to the area for recreation etc.

The new Arts and Festivals Strategy 2011-2015 will align with the principles of Brent's Cultural Strategy 2010-2015 and clarify the roles of the two distinct but related functions of arts and festivals.

The strategy will replace all previous versions.

This equality impact assessment will look at the Festivals Review. The Arts Review will be assessed as part of the 'Managing of Change' Policy.

Previously Brent's festivals function delivered the following:

- Organisation of Brent's main Festivals Programme: Eid, Diwali, Respect, St Patrick's Day Parade, Christmas, Chanukah, Holocaust Memorial Day, St George's Day
- Management of grant for Navratri.

A number of other festivals/events have been managed across the council which have been included in the Festivals Review:

- Countryside Day
- Bonfire Night
- International Women's Day
- LGBT week
- Festive lights (dressing of trees in town centres and other locations)

The Arts team (two members of staff) were moved from Environment and Neighbourhood Services to Customer and Community Engagement in November 2010. This provided for an opportunity to identify a clear strategy for arts and festivals provision in Brent. This strategy is overdue and there is an increasingly urgent need for clarity and direction for a number of reasons:

- Public sector spending cuts and the need to make savings
- Imbalance of resource invested in festivals as the programme has developed in an 'ad hoc' way over time.

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- Need for clear outcomes from grant funded organisations.
- Fragmented approach to delivery of events across the council.
- The opening of the Civic Centre in 2013 with the potential to provide significant cultural opportunities.

As a result it was recommended to Executive that consultation take place on reducing the funding for festivals and the reduction in the number of festivals and events delivered.

Two options were proposed to Executive to agree consultation on with Option 1 being the preferred option. These were:

- Option 1 – All festivals are stopped apart from a Brent Festival (incorporating Respect and Countryside Day), Diwali, Holocaust Memorial Day and Bonfire Night. The cost of Diwali is reduced by £25,000 to £72,000 and the Navratri grant of £67,000 is stopped.
- Option 2 – All festivals are ceased and the Festival team is disbanded (staff savings of £82,000), total saving of £508,000 (less redundancy costs in the first year).

Option 1 would result in ceasing the following festivals/events:

- Chanukah
- St Patrick's Day Parade
- Eid
- Christmas
- St George's Day
- LGBT Month
- International Women's Day
- Navratri grant
- Festive lights (tree dressing).

Option 2 would result in ceasing the above nine festivals/events plus the following:

- Countryside Day
- Respect
- Fireworks Night
- Diwali
- Holocaust Memorial Day.

It would also result in the redundancy of two members of staff.

Option 2 is not recommended as it would result in deleting the future provision of a festivals/events programme. This would have a significant negative equality impact and would also not allow for the discretionary power under the Local Government Act 1972, sections 144 and 145 in which it is stated that the Local Authority has a power to provide (or arrange for the provision of) entertainment, the development and improvement of the knowledge, understanding and practice of the arts, and otherwise attract visitors to the area for recreation etc.

Option 1 provides an opportunity to review the delivery of the Council's core festivals to ensure they are appropriate and adequate to meet the needs of Brent communities. Currently the delivery of Chanuka, Eid, Christmas and Navratri are led by the relevant communities with minimal support from the festivals team. It is proposed that these communities would continue with this delivery with the council's Festivals Team advising on the safe running of events – to this end a tool kit for safe delivery of events is already available on the council's website.

The GLA already organise a major St Patrick's Day celebration in central London and while the Brent St Patrick's Day Parade is popular, it is a small part of the wider celebrations of that community in Brent. It is anticipated that there may be enough support from within the Irish community to deliver a St Patrick's Day event which would be advised by the council's Festivals Team.

St George's Day, International Women's Day and LGBT Month are small scale events which have been delivered in close partnership with the council's Libraries service. It is anticipated that if there is an interest in delivery of activities associated with them that the relevant communities would deliver with advice from the council's Festivals Team.

There has been no clear programme for putting in place Festive Lights across the borough resulting in a 'hit and miss' mix of lights. It is anticipated that the development of the new Civic Centre will allow for any proposed dressing of trees to take place in a more 'central' location of the borough.

There is clear indication that communities within Brent are delivering festivals, events and activities already.

Attached at appendix ? is a list of activities that take place in Brent Parks during the year which clearly

demonstrates that a number of community led activities already take place which can and do accommodate the

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communities affected by the proposal to make these cuts.

3. Are the aims consistent with the council's Comprehensive Equality Policy?

The policy is consistent with the council's Comprehensive Equality Policy in that the strategy aims to ensure that the services we provide are relevant to the needs of the community. The salient purpose of this review is to ensure that the Festivals service, albeit rationalised, is relevant, responsive and sensitive to the needs of our service users and we are deemed to be fair and equitable by our service users.

4. Is there any evidence to suggest that this could affect some groups of people? Is there an adverse impact around race/gender/disability/faith/sexual orientation/health etc? What are the reasons for this adverse impact?

The equality assessment is being undertaken to determine the impact of Option 1, ceasing nine of the current festivals/events delivered across the council on the eight equality strands: age; race; disability; gender reassignment; faith; sexuality; gender and pregnancy and maternity.

The key stakeholders directly affected by the proposals are:

- Festival/events attendees and potentially non-attendees
- Staff

However, it has been acknowledged that a separate Staff Impact Needs Requirement Assessment would be carried out if the proposals were ratified as part of the 'Managing for Change' process.

Therefore the main group affected will be festival/events attendees.

5. Please describe the evidence you have used to make your judgement. What existing data for example (qualitative or quantitative) have you used to form your judgement? Please supply us with the evidence you used to make you judgement separately (by race, gender and disability etc).

Measured against the festival activity in many other boroughs Brent's programme is considerable. (appendix 2) However the current level of festivals activity is increasingly unsustainable and inappropriate given the pressures on budget and the changing demographic profile of the borough. A number of current festivals celebrate cultural distinctiveness or difference which goes against the Cultural Strategy which defines the aims as 'an accessible and vibrant local culture and shared community activities'. Historic spending commitments and the lack of transparency of some decision-making about grants may lead to claims of unfairness or lack of access of resources for newer communities. The current offer fails to meet the needs of the wider community or to address its complexity. There is also often no clear benefits or value for money for the Council.

Consultation was carried out on option 1 and 2 from 7 March to 26 April 2011, and the full results of that consultation are attached as appendix 1.

The consultation document set out the council's proposed eight priority areas of work, four for Arts and four for Festivals, and asked: if they were the right priorities; were they of equal importance; and to rate them in preference of importance. It also asked if there were other areas of work not covered in the identified priorities and there was a final open question asking if there was anything to add.

In relation to Festivals the priorities consulted on were:

- An all encompassing approach that promotes festivals and events which are inclusive of all Brent's communities.
- Promoting events that act as a community showcase creating vibrant public spaces which attract visitors to the borough.
- Promoting a business development approach to festivals and events which secure additional funding and sponsorship.
- Promote best practice jointly between the council and external event organisers to ensure we deliver safe and well organised events.

When asked to put the priorities in order of importance the above order was expressed.

The response percentages to the questions were:

- Are they the right priorities? – 53% agreed, 47% disagreed

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- Are they equally important? – 70% disagreed, 30% agreed.

The open responses identified the following:

- There was no appetite for ceasing all festivals activity.
- Keeping clearly faith focused events may lead to claims of unfairness or lack of access to resources for newer communities.
- No real opposition to ceasing faith focused events and concentrating on an event/festival that celebrated Brent's communities.
- A wish to be encouraged to deliver activities/events with the support and advice of the council.
- A wish to see a Brent Celebrates event that didn't distinguish between faiths or cultures.
- A recognition and acceptance that there is a need to save money but not to stop activity altogether.

Attached is a range of monitoring activity related to the current festivals programme (appendix 3). It will be noted that it is not comprehensive and has not been carried out in a consistent method. It also does not monitor all of the protected characteristics, being largely restricted to age, gender, ethnicity and disability.

6. Are there any unmet needs/requirements that can be identified that affect specific groups? (Please refer to provisions of the Disability Discrimination Act and the regulations on sexual orientation and faith, Age regulations/legislation if applicable)

The reduced programme will not specifically address the needs of any of the protected characteristics but rather will main to mainstream into the reduced programme of festivals activity.

There will be opportunities to support groups representing the protected characteristics with advice, support and training to enable them to deliver their own targeted activities/events.

7. Have you consulted externally as part of your assessment? Who have you consulted with? What methods did you use? What have you done with the results i.e. how do you intend to use the information gathered as part of the consultation?

A public consultation took place from 7 March to 26 April 2011. It was undertaken through direct postal consultation with known stakeholders (approximately 2,000) involved in the delivery of Arts and Festivals activity in the borough and an online wider public consultation.

There were 202 respondents – 194 online and 8 paper – plus nine emails, one letter and feedback from the Environment and Neighbourhoods policy team. There were also two petitions which were:

- Save St Patrick's Day – approximately 300 signatures
- Continue funding the Navratri Festival – 281 signatures.

The consultation was publicised through local media, the council's website and The Brent Magazine.

The consultation asked if the priority areas of work were right and were of equal importance. There were four priority areas for both arts and festivals.

The responses for both arts and festivals to the question 'Are they the right priorities?' were fairly evenly split:

- Arts 54% agreed, 46% disagreed
- Festivals 53% agreed, 47% disagreed.

The responses for both arts and festivals to the question 'Are they equally important?' were quite clear that the majority said they were not of equal importance:

- Arts 71% disagreed, 20% agreed
- Festivals 70% disagreed, 30% agreed.

When looking at the themes in the open question which asked if respondents had anything additional to add to proposals for supporting arts and festivals in the borough 109 (54%) of respondents answered. Respondents indicated that they acknowledged the need to make savings but would not support the total stopping of arts and festivals activities. There was no recognition of a need to change the identified priorities. There was support for keeping specific faith focused activities (Navratri, Diwali, Christmas) but there was also support for developing a programme that was more inclusive of all communities without identifying a specific community. There was recognition of the need to tap into Brent's diverse communities but not a religious focus. There was also recognition of supporting the cultural/creative economy and regeneration initiatives.

The consultation top line results and themes are attached as appendix 1.

The results of this consultation have informed the final options in the report to go to Executive on 13 June.

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8. Have you published the results of the consultation, if so where?

The results of the consultation are available on the council's website and will be published with the report that goes to Executive in June 2011.

9. Is there a public concern (in the media etc) that this function or policy is being operated in a discriminatory manner?

There has been some local media coverage on the proposed deletion of the Navratri grant, but it was not the angle of the consultation report that the policy was being operated in a discriminatory manner. The consultation does show concern over the cutting of the grant and keeping Diwali but equally respondents expressed the desire to not have faith focussed events but rather an encompassing programme of activity across all Brent residents.

10. If in your judgement, the proposed service/policy etc does have an adverse impact, can that impact be justified? You need to think about whether the proposed service/policy etc will have a positive or negative effect on the promotion of equality of opportunity, if it will help eliminate discrimination in any way, or encourage or hinder community relations.

The proposal to deliver a reduced programme may on the surface appear to impact in a negative way and effect the promotion of equal opportunity but in a number of cases these activities are delivered by other organisations or the communities they represent. They are also largely faith or culture focussed which leaves the council open to claims of discrimination for not delivering for all recognised faiths/cultures.

- Chanukah – A Jewish religious festival which is observed within the community at very local and often family levels. It will be recognised in the calendar of events in the new Civic Centre.
- St Patrick's Day Parade – An event which specifically targets the Irish community. There is a larger London-wide event organised by the Mayor of London's office and within the community there are more local specific activities organised.
- Eid – The festivals team have advised and supported organisers to the extent where this festival is delivered from within the community with limited council input.
- Christmas – The festivals team have advised and supported organisers to the extent where this festival is delivered from within the community with limited council input.
- St George's Day – Achieves less than 200 attendees which questions the value of continuing.
- LGBT Month – Has not been held for at least two years.
- International Women's Day
- Navratri grant – The grant provides funds to pay for locations for various events organised by the community. Advice and support could be provided by the Festivals Team to help identify sponsorship to cover this cost.
- Festive lights (tree dressing) – This has developed in an ad hoc fashion with no clear priorities for where lights should be placed. It is anticipated that the new Civic Centre would include festive lights at a location at the heart of the borough.

There are a number of local independent community festivals, notably Gladstonbury and the Queens Park Festival which are popular, well run and inclusive of all communities. Also locally is the Camden Council funded Kilburn Festivals and two major London festivals, the Notting Hill Carnival and the Mela (in Ealing).

The proposed reduced programme would allow for the development of a more inclusive festival programme, which would move from faith or cultural focus to community focused delivery. This could aid to break down discrimination and positively encourage good community relations.

11. If the impact cannot be justified, how do you intend to deal with it?

The EIA shows that adverse impacts are mitigated by proposed actions, in particular through the development of a new programme of festivals that brings together the communities in Brent in a more inclusive way, and by offering support, advice and training to allow communities to develop their own celebrations in a safe and controlled way.

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12. What can be done to improve access to/take up of services?

Moving from an Arts Team to an Event and Marketing Team provides the opportunity to develop marketing and sponsorship strategies to engage with Brent residents. The consultation has shown that there is an appetite for delivering inclusive festivals which all communities can comfortably engage with. An Events and Marketing strategy will be developed with an action plan to identify and put in place communication activities to engage with Brent's residents.

13. What is the justification for taking these measures?

The current economic situation and its impact on local government necessitate a review of all services at local, regional and national level. Brent's Festivals delivery is overdue a review and while savings have to be made there are opportunities to deliver activities which more closely meet the needs of all residents. The aim of this proposal is both to secure savings and to deliver a better focused, more transport and better supported festival programme.

14. Please provide us with separate evidence of how you intend to monitor in the future. Please give the name of the person who will be responsible for this on the front page.

The delivery of the reduced programme will be through the Arts and Festivals Strategy 2011-2014. It will be monitored through performance monitoring of outcomes attached to specific and individual festivals activities. The strategy will be reviewed on an annual basis with a comprehensive review planned for 2014 to allow for sufficient time for a subsequent strategy to be produced.

15. What are your recommendations based on the conclusions and comments of this assessment?

It is recommended to reduce the programme of festival activity to allow for savings to be made and new programme to be developed which better meets the needs of Brent's residents.

Should you:

1. Take any immediate action?
2. Develop equality objectives and targets based on the conclusions?
3. Carry out further research?

There is no further immediate action required. Depending on the Executive decisions the new festivals programme will be developed and implemented. There will be a need to assess how better to monitor the protected equality strands at mass events.

16. If equality objectives and targets need to be developed, please list them here.

Equality objectives and targets need to be developed to ensure that Brent's diverse community needs are met by an inclusive festivals programme. The objectives and targets need to be identified as part of the action plan which will support the strategy.

17. What will your resource allocation for action comprise of?

There will not be a specific 'mitigation' budget but rather the members of the new Events and Marketing Team will need to ensure the relevant equality actions are identified and incorporated in the strategy action plan.

If you need more space for any of your answers please continue on a separate sheet

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Signed by the manager undertaking the assessment:

Full name (in capitals please):
CHERYL CURLING

Date: 20 May 2011

Service Area and position in the council:
Customer and Community Engagement, Communications Manager

Details of others involved in the assessment - auditing team/peer review:

Once you have completed this form, please take a copy and send it to: **The Corporate Diversity Team, Room 5
Brent Town Hall, Forty Lane, Wembley, Middlesex HA9 9HD**