

## Equality Impact Assessment (EqIA)

Please refer to the [Equality Impact Assessments \(EQIAs\)](#) form for details on how to complete.

The aim of an equality impact assessment is to consider the equality implications of any decision (e.g. new or revised policy, process, project, function, or service) on different groups of people including employees and customers. This document helps to evaluate whether the decision may inadvertently disadvantage groups of people and identify ways to avoid discrimination and proactively advance equality.

### 1. Details of the proposal

<b>Name of the proposal:</b>	Exeter Cultural Strategy 2026 – 2031 Public Consultation
<b>Version number:</b>	V1
<b>Does this proposal impact on people?</b>	Choose an item: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
<b>Explain your answer whether 'yes' or 'no'</b>	Exeter Cultural Strategy 2026-31
<b>Is this a new or existing policy/project/service?</b>	Choose an item: <input checked="" type="checkbox"/> New <input type="checkbox"/> Existing
<b>Person responsible for the proposal:</b>	Sophie Constant
<b>Person responsible for the EqIA (if different to above)</b>	Sophie Constant
<b>Proposal start date:</b>	01/10/2026
<b>When will this proposal be implemented?</b>	01/10/2026
<b>Briefly describe the aims and objectives of the proposal</b>	The report is seeking authorisation from Executive to go out to public consultation on Exeter's Cultural Strategy 2026-31.

<b>What are the anticipated outcomes of the proposal?</b>	To gain feedback from residents, businesses and the creative sector on the Cultural Strategy 2026-31.
<b>Who is likely to be affected by the proposal?</b>	<p>You can select multiple options:</p> <p><input type="checkbox"/> Staff</p> <p><input checked="" type="checkbox"/> Service users</p> <p><input checked="" type="checkbox"/> Wider community</p>
<b>How are they likely to be affected?</b>	<p>Many people who live in Exeter and visit the city engage in cultural activity. According to the Department for Culture, Media and Sport (DCMS) and Arts Council England (ACE) Participation Survey, reflecting adult engagement observed between May 2023 and March 2024, Exeter showed a high rate of physical arts engagement at 94.37%, significantly higher than the England average of 90.42%.</p> <p>In Exeter City Council’s 2025 Residents Survey, over 86% residents said they have participated in Exeter’s cultural scene over the past 12 months. 47% of Exeter’s residents experience no barriers to participation in cultural activities.</p> <p>A vast majority of people in and around Exeter also work in the Creative Sector. Exeter has five Arts Council funded National Portfolio Organisations (Exeter Northcott Theatre, Exeter Phoenix, RAMM, Exeter UNESCO City of Literature and Libraries Unlimited).</p> <p>Through the evidence collated for the strategy, there are also some 3,000 people working for cultural organisations or as creative freelancers in Exeter and more than 3,300 people who work in tourism in Exeter who will be affected by the strategy.</p> <p>Arts, Entertainment and Recreation accounted for 2,000 Employee Jobs (PAYE) in Exeter in 2024 (2% of jobs in the city, in comparison with 2.3% in the South West and 2.5% in Great Britain).</p> <p>We are also aware there are a significant number of residents who don’t think culture is for them. This is being addressed through the strategy.</p>
<b>Is this proposal going to be approved by SMB, Executive or Council?</b>	<p>Select:</p> <p><input checked="" type="checkbox"/> SMB</p>

	<input checked="" type="checkbox"/> Executive <input type="checkbox"/> Council
<b>When is the proposal going to SMB, Executive or Council?</b>	28/04/2026

### 3. [Consultation & Engagement](#)

You will nearly always need to involve and consult with stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal. This should include the individuals/groups who are affected by your proposal. Any proposal for consultation or engagement must be done via the [Consultation and Engagement Form](#).

<p><b>How are you communicating with the individuals/teams who are affected by your proposal?</b></p> <p>You can select multiple options:</p> <p><input checked="" type="checkbox"/> Social media</p> <p><input type="checkbox"/> Focus groups</p> <p><input checked="" type="checkbox"/> Website</p> <p><input type="checkbox"/> Mail drop</p> <p><input checked="" type="checkbox"/> Via community group</p> <p><input type="checkbox"/> Other (please describe):</p>
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### 4. [Impacts on People](#)

**How will the proposed change affect people with protected characteristics?** Make sure that you assess the impact based on evidence.

- Who will benefit, who won't, who can access, who can't access, who is at an advantage, who is at a disadvantage?
- What evidence has been used for this assessment? For example, employee diversity data, national statistics, customer survey, feedback etc. [Sources of equality data](#) are available on Sharepoint. (Please don't include any information that risks identifying people such as names, or the diversity data, if less than six people).

**Note:** You can copy and paste more rows underneath each protected characteristic if there is more than one impact

How will this proposal affect people with protected characteristics?	Identify Impact:	Why will it have this effect? Use the evidence collated, any engagement or consultation to inform your thinking and record it here. Have you identified any gaps in evidence, if so, what are the gaps? Does this need to be incorporated in the action plan?
Age	Positive (Is an improvement)	<p>As part of the engagement to develop the strategy, workshops were held with Exeter College students. Young people were also able to have their say through an online public survey.</p> <p>Exeter is a youthful growing city with an international student diaspora as shown through the evidence base of the strategy. Young people have expressed the lack of opportunities to pursue creative careers without moving out of the region as well as a lack of affordable spaces to perform. These concerns are being addressed in the Cultural Strategy.</p> <p>Exeter College students readily identify with arts and culture being about wellbeing and <b>“feeling part of something”</b>. They often focus on inclusivity in their individual creative experiences, and how creativity can foster this anywhere. This has been reviewed in the strategy’s priorities.</p> <p>Links to the public consultation will be sent to the Ted Wragg Trust, Exeter College, the University of Exeter, as well as VCSE groups supporting this protected characteristic.</p>
Disability: including sensory, mobility, mental health, neurodiversity, long term ill health	Positive (Is an improvement)	<p>Links to the public consultation will be sent to VCSE groups supporting this protected characteristic.</p> <p>Theme 3 of the strategy is to <b>unlock accessibility and wellbeing</b>. The aim is to provide an accessible, inclusive and engaging cultural offer providing benefits for all our communities and audiences through a list of Strategic Actions and Outcomes.</p> <p>Of those living within the City Centre, 28.8% have a disability or a long term physical or mental health condition. 5% have either bad or very bad health.</p>

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		Over the past five years, cultural activity has moved from being seen as a soft, complementary service to being a formal component of public health and NHS frameworks – it’s now becoming a mainstream health intervention:  WHO’s global review shows strong evidence that arts participation improves mental health, supports rehabilitation and reduces loneliness.
Gender reassignment	Positive (Is an improvement)	Links to the public consultation will be sent to VCSE groups supporting this protected characteristic  Of the whole population of Exeter 0.6% have a different gender identity different from sex registered at birth.  As per the above, Theme 3 of the strategy addresses this.
Marriage and Civil partnership (work related only)	No Impact	No impact identified
Pregnancy & Maternity	No Impact	No impact identified
Race: including ethnic origin, nationality/national origin	Positive (Is an improvement)	This protected characteristic may not engage with the online public consultation. The residents survey, which has formed part of the evidence base in developing the Strategy, was representative of the population of Exeter.  Theme 3 of the strategy is to <b>unlock accessibility and wellbeing</b> . The aim is to provide an accessible, inclusive and engaging cultural offer providing benefits for all our communities and audiences through a list of Strategic Actions and Outcomes.

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		<p>Links to the public consultation will be sent to VCSE groups supporting this protected characteristic.</p> <p>Of the population of Exeter, 90.3% are white. 4.9% are Asian, Asian Black or Asian Welsh. 0.9% are Black, Black British, Black Welsh, Caribbean or African. 2.5% are Mixed or Multiple ethnic groups.</p> <p>1.4% are other ethnic groups. 10.2% of the Exeter population identify as Non-UK identity.</p>
Religion or Belief	Positive (Is an improvement)	<p>Theme 3 of the strategy is to <b>unlock accessibility and wellbeing</b>. The aim is to provide an accessible, inclusive and engaging cultural offer providing benefits for all our communities and audiences through a list of Strategic Actions and Outcomes.</p> <p>Of the 10,531 people living in the city centre, 52.6% have no religion. 31.3% classify themselves as Christian, 1.1% as Buddhist, 1.1% as Hindu, 0.2% as Jewish, 3.5% as Muslim, 0.2% as Sikh and 1.1% as other religion.</p>
Sex	Positive (Is an improvement)	<p>Links to the public consultation will be sent to VCSE groups supporting this protected characteristic</p>
Sexual Orientation	Positive (Is an improvement)	<p>Of the whole population of Exeter 86.2% identify themselves as heterosexual. 1.9% as Gay or Lesbian. 2.8% as bisexual. 0.2% as Pansexual. 0.1% as Asexual. 0.1% as Queer. 0.2% all other sexual orientations.</p>
Intersectionality: Could this proposal have an impact on people who have a combination or intersection of two or more characteristics?	No Impact	<p>No impact identified</p>

## 7. Outcome of Assessment

Select one of the following options:	Tick the relevant box
No barriers identified, proceed with proposed change.	<input type="checkbox"/>
Adjust the proposal/policy to remove barriers identified by the EqIA.	<input checked="" type="checkbox"/>
Continue with the proposal/policy despite potential for adverse impacts.	<input type="checkbox"/>
Stop the proposal/policy as there are adverse impacts that cannot be prevented/mitigated or justified.	<input type="checkbox"/>
<p><b>Please explain why the option has been chosen:</b></p> <p>The Cultural Strategy Action Plan will evolve over time, addressing barriers for residents, visitors, students and workers with a protected characteristic to engage with cultural activity in Exeter.</p>	

## 8. Action Plan

Considering the impacts, you have identified above, please detail any actions you will need take to remove barriers, eliminate negative impacts or maximise opportunities. (Add more rows if required). If an action is to meet the needs of a particular protected group please specify this. These actions should be included in your Service Plan.

Action(s) to be taken.	Expected Outcomes	Responsible Person	Timescale	Progress	Complete
Over and above the comms plan to highlight the consultation, an email will be sent to known groups that support and work with protected characteristics with links back to the consultation.	Greater engagement from residents of Exeter, as well as the creative sector.	James Bogue	11 May 2026		

A hard copy of the strategy will be made available at the Civic Centre Reception, for those that are not able to access the online consultation.	For those that are not online, they are still able to participate in the Culture Strategy consultation.	James Bogue	11 May 2026		
The EQIA will be updated once the results of the consultation have been analysed.	Any concerns highlighted from the consultation are addressed within the Cultural Strategy Action Plan, limiting the impact on protected characteristics.	James Bogue	July 2026		
Once the consultation is complete, review the priorities within the Action Plan.	Review the priorities of the Action Plan and the timescale for delivery.	James Bogue	July 2026		

## 9. Monitoring

<p><b>How will you monitor the impact of your proposed change once it has been implemented?</b> Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective and your approach is still appropriate. Include the timescale for review in your action plan above.</p>
<p>The Connected Culture Theme Group of the Exeter Partnership has been identified as the cultural sectors strategic leadership and advocacy body. One of their tasks will be to develop the key themes, principles and high-level actions in the Cultural Strategy into an Action Plan. A monitoring and evaluation framework will be developed to ensure activities and actions stay on track, objectives are met, evidence and data are collected for accountability, measuring impact and for future learning ensuring that the above protected characteristics are taken into account.</p>