

Equality Impact Assessment: *A Public Art Strategy for Exeter*

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Executive 4 October 2022	A Public Art Strategy for Exeter	That Members acknowledge and implement where feasible the Public Art Strategy for Exeter and support the work of the Liveable Place Board, Exeter Culture, the cultural sector, local	Race and Ethnicity Disability Sex/Gender Age

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
		businesses and key stakeholders in delivering it.	

Factors to consider in the assessment: For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. This must be noted in the table below alongside brief details of why this conclusion has been reached and notes of any mitigation proposed. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact – some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Race and ethnicity (including Gypsies and Travellers; migrant workers; asylum seekers).	Positive	High	The recommendations set out in the Public Art Strategy aim to ensure that for any proposed activity all citizens from across all communities of geography, interest and need are involved, and their voices heard and valued. As part of the consultation process that formulated the Strategy - Art Work Exeter worked closely with specific organisations and groups to ensure their voices were heard and feedback collated. The survey was also translated into several languages.
Disability: as defined by the Equality Act – a person has a	Positive	High	An easy read version of the survey plus an in-person feedback session was arranged.

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
disability if they have a physical or mental impairment that has a substantial and long-term adverse impact on their ability to carry out normal day-to-day activities.			Any future Public Art Commission would take into consideration disabilities.
Sex/Gender	Positive	High	There is recognition in the Strategy that if we are celebrating something that refers to the place itself, it's about drawing out the history that's not celebrated and not in the museums. It's the working class, People's history, its women's history. Further work needs to be done through Public Art to ensure the voices of under-represented groups are heard.
Gender reassignment & Sexual Orientation (including heterosexual, lesbian, gay, bisexual) & Marriage and civil partnership status	Neutral	Low	We don't anticipate the Public Art Strategy to have a negative impact on this protected characteristic.
Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).	Positive	Medium	As per above - The recommendations set out in the Public Art Strategy aim to ensure that for any proposed activity all citizens from across all communities of geography, interest and need are involved, and their voices heard and valued.
Age (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).	Neutral	Medium	The Strategy is for all citizens of all ages. Delivering or supporting Public Art Projects across the city is likely to be embraced by younger people who live, study, work and socialise in Exeter depending on the nature of the project.
Pregnancy and maternity including new and breast feeding mothers	Positive/Neutral	Medium	Public Art Commissions/Projects by Partners may have a focus on activities for families and early years.

Actions identified that will mitigate any negative impacts and/or promote inclusion

- For each Public Art Project that is developed, commissioned or led by ECC, an EQIA will be undertaken to ensure no project discriminates against any characteristic.
- The Arts & Events team will consult with the Policy team on each project.

Officer: Sophie Constant

Date: 8 September 2022