



### Equality Impact Assessment form (updated April 2011)

This is where you evidence how a policy or practice, or a decision relating to a policy or practice, complies with the general equality duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

This form is intended to guide and prompt you about the questions and evidence that you need to think about. As indicated in the guidance, this assessment takes into consideration each of the "protected characteristics" listed in the Equality Act 2010 – race, age, gender etc. This assessment should be used to inform any relevant decision about the policy or practice. Please state policy options in the assessment.

Service Area Continuing Learning & Leisure	Head of Service: Fifon Lloyd	Person responsible for the assessment:	Date of Assessment	
<b>Name of the policy / practice to be assessed:</b> Cessation of the temporary exhibition programme	Is this a new, existing or policy / practice under review?	Existing service provision		

<p><b>1. Briefly describe the purpose of the policy / practice</b></p> <p><b>If the policy / process is under review, please list any options under consideration</b></p>	<p>The TEP is the programme of contemporary art exhibitions provided at the Art Gallery through funding provided by Arts Council Wales. The programme costs approximately 40k comprising of 30k in staffing costs and 10k cash used to match fund ACW grant funding</p>
<p><b>2. Name any associated policy, legislation, corporate objective etc.</b></p>	<ul style="list-style-type: none"> <li>• All Human Resource Policies</li> <li>• Corporate Plan</li> <li>• Community Strategy</li> <li>• The People Plan</li> <li>• Organisational Development Objectives</li> <li>• Welsh Language Act , policies and plans</li> </ul>

<p><b>3. Who are the main stakeholders in relation to the policy / practice?</b></p>	<ul style="list-style-type: none"> <li>• Service Users</li> <li>• Arts Council Wales</li> <li>• Continuing Learning and Leisure Staff, volunteers</li> <li>• Partnership organisations who work with CLL to deliver service</li> <li>• Customers of the service</li> <li>• Non users of the service</li> <li>• Elected Members</li> </ul>
<p><b>4. Who performs the service?</b></p>	<p>Museums &amp; Heritage Service</p>
<p><b>5. What outcomes are wanted from this policy / practice?</b></p>	<ul style="list-style-type: none"> <li>• Enjoyment of visitors</li> <li>• Self directed learning and cultural development</li> <li>• Support for the art economy</li> <li>• City Centre marketing and destination creation</li> </ul>

<p><b>6. What factors could contribute / detract from the outcomes (risks / opportunities)?</b></p> <p><b>Please list the factors for each separate policy / process options under consideration</b></p>	<ul style="list-style-type: none"> <li>• Attitudinal barriers</li> <li>• Quality of programme not meeting expectation</li> <li>• Inability to attract household names in the art world due to funding constraints.</li> </ul>
<p><b>7. Describe the steps you have taken to carry out this assessment e.g. consultation and involvement</b></p>	<p>The need to examine all aspects of service delivery is being driven by the medium term financial planning process. The overall budget for the service is being reduced and the savings are of such a scale that service provision to the public cannot be maintained at the current level.</p>

**8. Give a summary of the information the council has taken into account for this assessment**

Museum Accreditation Standards – Arts Council England  
Cymal Accreditation Advice  
Museums Association code of ethics and definition of a museum  
Information gathered during market research & comment books

<p><b>9. Does the policy / practice eliminate discrimination and promote equality and good community relations due to:</b></p> <ul style="list-style-type: none"> <li>• Age</li> <li>• Gender</li> <li>• Disability</li> <li>• Race</li> <li>• Religion / belief</li> <li>• Welsh language</li> <li>• Gender reassignment</li> <li>• Marriage / civil partnership</li> <li>• Sexual orientation</li> </ul>	<p>There are no specific barriers to the service offered. However, the visual arts are a challenge for visitors with visual impairments</p> <p>Some art practice can challenge perceptions and sometimes these challenges may relate to the protected characteristics. However these challenges are not designed to have negative impact on any groups with protected characteristics and can improve understanding and tolerance.</p> <p>ACW funding has meant that the Welsh Language has been given equal prominence in the Art Gallery, however this policy will continue when the permanent collections are exhibited.</p>
<p><b>10. Summary of the impact of the policy / practice on the general equality duty</b></p>	<p>The ending of the temporary exhibitions programme will have little impact on the general duty place on the Council as the Temporary exhibition programme is not specifically designed to meet the needs of any specific protected group. The temporary exhibition programme will be replaced displays of work from the permanent collection and therefore the experience of visiting the art Gallery will not change, but the programme content will be different.</p>

<b>Equality Action Plan</b>		<b>Lead Officer(s)</b>
<b>Key Actions</b>	<b>Actions (with dates)</b> <b>Any associated performance measures</b>	
Further actions to eliminate discrimination, promote equality and good community relations on the grounds of :-		
Age •		
Gender •		
Etc. etc.		
If there are decisions pending that will affect this policy / practice please state when and how the decision will be taken		
How will the policy / practice be: • Monitored • Performance assessed • Reported		

Does the EIA need be revisited in 6 months/ a year ?			
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*Alkins*

Signed (lead officer)

Signed (Head of Service)

*Alan Lloyd*