

Equality Impact Assessment [version 2.9]



Title: Cultural Investment Programme 2023-2027	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other [please state] Grant process	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Genevieve Adkins
Service Area: Culture and Creative Industries	Lead Officer role: Head of Culture and Creative Industries

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

CIP is the way in which Bristol City Council distributes public money to support arts and culture. It includes three funds: Openness (4 year), Imagination (2 year), and Originators (1 year) with a vision 'to make arts and culture accessible for all'.

The purpose of the cabinet report is to provide an update on process for allocations of Openness and Imagination funding to Bristol-based arts/cultural organisations in the context of the Bristol City Council consultation around proposals to reduce cost and generate more income to meet the challenge of a budget gap of £45.7 million or more over the next five years.

1. Propose rolling over investment to CURRENTLY FUNDED Openness organisations for 12 months (April 2023 - March 2024).
2. Propose approach to finalising recommendations for the allocation of new Imagination and Openness grant funding 2023 onwards

While the vision for CIP remains the same for new investment 2023 onwards, the aims of the Cultural Investment Programme 2023-27 (approved by cabinet Dec 2021) have been intentionally aligned to key priorities around diversity, inclusion and equity in the [Bristol Council Cultural Strategy](#), the [Corporate Strategy 2022-27](#) (Good Growth: page 24) and the One City Plan and will be to:

- To support Bristol as a city of ideas, creativity and engagement
 - To advance diversity, equity and inclusion in arts and culture for all Bristol's citizens.
 - Invest in people, places and partnerships to respond creatively to need and support social change.
- This current proposal which includes rolling over investment in current Openness grantees and delaying investment in new applicants will delay the full impact of new aims and new environmental guiding principle until 2024.

This proposal is seeking the following cabinet approvals relating to investment of £1,770,624 in the Openness and Imagination strands of the Cultural Investment Programme:

That Cabinet:

1. Approves the proposed approach to rolling over investment to current Openness organisations for 12 months (April 2023-March 2024).
2. Approves the proposed approach to finalising recommendations for the allocation of Imagination funding 2023-25 (delayed until June 2023) and Openness funding (delayed until April 2024 – March 2027).
3. Authorises the Director: Management of Place in consultation with the Cabinet Member Deputy Mayor – Finance, Governance and Performance to award the funding as approved.

1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
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Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
CIP 1 baseline and annual monitoring surveys for Openness, Imagination and Originators	The baseline data from CIP 1 (2018 – 22) provides an overview of the different communities that are likely

to be supported by CIP 2. CIP 1 was underpinned by 3 aims: 2 of which relate specifically to Equality impact: **Advancing Diversity and Equality in Arts and Culture**, and **Supporting the delivery of Bristol City Council's Corporate Strategy 2018-23**. To date 114 CIP grants have been distributed to organisations, activities and events scoring highly in their potential to achieve these aims and the objectives underpinning them. Annual surveys and regular relationship officer meetings for Openness and Imagination grant streams has allowed us monitor progress against these aims. Currently funded organisations are actively enabling Bristol citizens to have access to culture in 15 of Bristol's 27 priority areas.

Cultural activities that have been funded through CIP 1 are involving a wide range of priority groups and intersectional communities including: (*groups we seek engagement from as they were underrepresented in previous rounds of funding)

Black, Asian and minority ethnicity *

d/Deaf *

Neuro diverse

LGBTQIA+.

Refugees & asylum seekers

People with experience of mental ill-health

Families

Homeless groups

Visually impaired *

Young women of colour *

Adults who experience social isolation

Older people (55-69yo)

Unemployed

People recovering from drug and alcohol addiction

Isolated residents

Carers

Children, and young people

People from lower socio-economic backgrounds

Single parents

Black, Asian and minority ethnic, LGBTQIA+ and disabled people

Disabled musicians

Black, Asian and minority ethnic musicians, and young disabled musicians

In terms of intersectionality, groups that have been supported though CIP1 include the following examples: **Paraorchestra** (Black Asian Minority Ethnic musicians and young disabled musicians), **Diverse Artist Network** (Black Asian Minority

	<p>Ethnic, People from lower socio-economic backgrounds. Children and young people (18-25yo), single parents). These groups in themselves and their board members have people that run the organisations that identify as disabled and have a broad intersectionality.</p> <p>In CIP 2 we aspire to deliver a more engaged, proactive approach to reaching priority groups, and monitor impact through externally commissioned evaluation of the CIP programme. This has already been applied to the promotion and support offered alongside the application process for CIP2 but full impact is delayed according to the proposals in this paper until 2024 onward. Level of resourcing will impact our capacity to deliver a more engaged approach, commission external evaluation going forward. We will review this in 2023/24 and explore and propose ways to address this both internally and externally over the next four years to fully achieve the EqIA proposals.</p>
<p>Deprivation in Bristol 2019</p>	<p>CIP application guidance explicitly signposts potential applicants to map and data around social deprivation across different areas of Bristol. The current guidance states: ‘We want to make sure these neighbourhoods have the same, meaningful opportunities to access arts and culture as more affluent neighbourhoods.’ Applications are scored against where activities are happening, for and with whom, how barriers will be overcome, and what conversations and planning with relevant communities have happened prior to the application.</p>
<p>Map of current and previous CIP grant holders</p>	<p>While the distribution of CIP funding across Bristol wards is broad, and is reaching into 15 priority areas, CIP 2 will aim to continue and extend this reach into additional areas of high deprivation currently not receiving CIP activity e.g. Hengrove/ Whitchurch, Hillfields, Lawrence Weston / Avonmouth, Stockwood, St George Central and Troopers Hill. The impact of this will be delayed until 2024 due to proposals in this paper.</p>
<p>Additional comments:</p>	

2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Gender Reassignment
<input checked="" type="checkbox"/> Marriage and Civil Partnership	<input checked="" type="checkbox"/> Pregnancy/Maternity	<input checked="" type="checkbox"/> Race
<input checked="" type="checkbox"/> Religion or Belief	<input checked="" type="checkbox"/> Sex	<input checked="" type="checkbox"/> Sexual Orientation

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

- Although we monitor protected characteristics, this process has been disrupted by COVID-19 restrictions and we do not have an up-to-date evidence base.
- Data collection is ongoing, however fuller evidence will not be available until 2023.
- We do not currently collect data on all applicants, only audience data of funded projects and programmes.
- Due to time scales of current decision pathway and proposals in context of budget review the Arts Development team have not had time to fully understand the impact of the rollover of investment in current Openness organisations.
- The team have not had time to analyse the implications this will have on organisations not funded or with funding delayed due to these proposals.
- One potential implication if this proposal is approved is that as the roll over cost will be higher, it may not be possible to run Originators which is the smaller fund. This is the fund that is for artists and smaller organisations and potential grantees and for some is the first step in applying for funding.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities. See <https://www.bristol.gov.uk/people-communities/equalities-groups>.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing change or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

CIP 1 and CIP 2 process and aims have been informed by the following stakeholder engagement:

CIP Originators 20/21 review pilot – September 2020 to April 2021

Participatory focus groups: 4 sessions involving 10 invited citizens

In Autumn 2020 the BCC Arts and Events teams trialled a new participatory approach to reviewing and re-designing the Cultural Investment Programme, beginning with the Originators strand. A first step towards a co-designed Cultural Investment Programmes for Bristol that compliments the deliberative democratic approaches being introduced elsewhere in the council including the Citizens Assembly. The approach used the Arts and Event's team's Engage, Listen, Collaborate, Co-design ethos. Focus group was carefully planned and delivered to enable participants with a purposefully diverse range of arts and culture experience as well as either lived or embedded experience of protected characteristics including age, disability, race, sex and sexual orientation to work with officers to review and improve the Originators strand. This pilot resulted in:

- Plain English aims,
- Simplified, accessible form and guidance,
- Inclusion of images to illustrate the range of people and projects funded in the past as a visual welcome to equalities group projects and applicants
- Expanded offer of networking and one to one sessions for potential applicants. These were online due to Covid and for some this is more accessible to attend.
- Learning from working from this focus group is underpinning the proposed CIP2 funding round.

CIP Originators review survey (20/21 and 21/22 applicants)

CIP review survey requesting feedback on the refreshed CIP aims has been distributed to a 43 groups and projects currently funded through Originators, (25 delayed from 20/21 + 18 funded for 21 / 22) CIP's 'entry level' grant fund

CIP annual survey (Imagination and Openness)

The survey has been reviewed and updated to ask detailed and consistent information on audience / participant reach, and refreshed to ask questions around impact of Covid on delivery of activities with Bristol citizens and request feedback on the refreshed aims proposed for CIP2. We had a just under 50% response rate with 20

responses to date:

CIP review Focus groups

21st – 24th Sept

55 attendees

Three public consultation events targeted at Bristol's creative and cultural industries were held between the 21st and 24th of September, one of which specifically welcomed input from artists & arts organisations who are led by and/or work with equalities groups. Two of these sessions were held online, and one was held in person. Closed captioning was available during one online session; British Sign language was available during both online sessions. A Bursary of £50 was available to support freelancers to attend.

During the consultation events, respondents were asked the following questions:

Questions relating to the aims:

- What are your thoughts/reflections on these aims?
- How well do they sit or align with your own/or organisations practice?
- How well do you think they align with issues currently facing Bristol and wider global issues as well?
- Where do you feel the gaps are?

CIP review online surveys

43 respondents

Online open survey on the Council website and via social media

Summary of learning from Review consultation

Feedback shows that the revised aims were generally found to be clear, well understood and relatable to the wide range of organisations and individuals who took part in the consultation.

Following the consultation, the following amendments were applied to CIP 2:

- Language: we refined the language used within the aims and objectives based on the feedback received, and clarified and simplified terminology to help ensure greater accessibility.
- Objectives of the fund: grouped, explained, simplified. The proposals in the paper to roll over the current programme mean that delivery of the new refocused CIP programme and impact of the delivery will not now be fulfilled until 2024

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

The proposals will delay engagement with stakeholders as the assessment process is still live. There has been no consultation with the sector about the proposed changes to CIP in the cabinet report.

During the CIP 2023-27 round the following engagement is planned:

1-1 Meetings with key service providers with direct experience of and connections to communities of under-represented groups including Youth Services, BIF, Black South West Network, WECIL, Creative Youth Network, and Bristol Disability Equality Forum.

1-1 Meetings with key service providers with direct experience of and connections to communities of under-represented groups (2024-25) including Youth Services, BIF, Black South West Network, WECIL, Creative Youth Network, and Bristol Disability Equality Forum.

Participatory model

Continuing the participatory approach piloted in the Originator review in 2020 by broadening the CIP funding panel, balancing council officers with arts and culture representatives. Resource dependent.

Further consultation: We will schedule additional public consultation sessions on the additional themes raised during this round of consultation, most notably the accessibility of the fund. We also plan to engage with the new network of funded organisations in the 2023 round and get advice and previous learned experience from the CIP grantee alumni.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](https://sharepoint.com)

3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)	
CIP guidance for all three strands will explicitly state <i>'We want to remove barriers and increase access for individuals and communities that have been historically marginalised or underrepresented. This is particularly for people with protected characteristics as detailed in the Equalities Act 2010. These protected characteristics are: Age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation. We know that this includes people who may identify themselves as sitting at the intersections of several minoritised identities.'</i> However although we encourage organisations to work with as broad an intersection of society and targeted groups, we can only assess the applications that come to us.	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	CIP1 programme has included Originator and Imagination grants to fund activities led by, or aimed at benefitting young Bristol citizens. The majority of Openness organisations have YP and skills development in their 4 year delivery plans. Monitoring of impact on this has been interrupted by covid. Regardless of this, and given the adverse effects of Covid on young people, their education and opportunities, particularly to have influence and employment within the cultural sectors, the aim is that over the four years of CIP2 the fund programme will have greater involvement from younger and older adults in planning and delivery of CIP.
Mitigations:	One to one meetings with key young person focussed service providers will take place when CIP 2 initial assessment and recommendations have been announced to continue to develop pro-active ways to engage young people in all aspects of CIP as well as potential applicants
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No adverse impacts identified
Mitigations:	
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	In CIP 1 we have prioritised under-represented groups in the decisions that we have made for example Black, Asian and minority ethnic, and Disabled people led organisations. CIP1 funded activity has been aimed at organisations and activity enabling and benefitting artists and audiences identifying as disabled people. CIP 2 has been explicitly reviewed and re-designed to improve the accessibility of the application process, and we will be engaging with key organisations on the refreshed aims and how CIP can reach and grow the power of citizens and communities identifying as disabled through arts and culture. The current proposals will delay the impact of this until 2024.
Mitigations:	Continue to work with key disability serving or led organisations to encourage applications from wider networks. Make the application process as simple as possible to limit barriers to applicants.
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No adverse impacts identified
Mitigations:	N/A
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

Potential impacts:	CIP 2 explicitly intends to encourage applications from LGTBQIA+ led groups in the city, alongside other under-represented communities. Therefore CIP2 should not adversely impact on LGTBQ+ led group. The current proposals will delay the impact of this until 2024 and may impact disproportionately organisations that are lead by LGTBQIA+ groups in the city.
Mitigations:	N/A
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	We do not gather detailed data on pregnancy and maternity in the current programme, but we do know that some CIP funded organisations and projects are working specifically to support and creatively engage new mothers, particularly using arts and culture as a way to support health and wellbeing. There is no reason why they would be at a disadvantage for receiving further funding.
Mitigations:	N/A
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	In Bristol there were 3,220 citizens who said their gender identity was different from their sex registered at birth, which is 0.82% (about 1 in 120) of the overall city population. We know that a number of people involved in current CIP projects and activities identify as transgender, and that this may well be underreported. We do not therefore anticipate any negative impact for trans people or gender re-assignment.
Mitigations:	Monitor and respond through the 4 year programme
Race	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	CIP 2 explicitly intends to encourage applications from Black, Asian and minority ethnic led groups in the city, alongside other under-represented communities. Therefore CIP2 should not adversely impact on Black, Asian and minority ethnic communities. The current proposals will delay the impact of this until 2024 and may impact disproportionately organisations that are lead by Black, Asian and minority ethnic led groups in the city.
Mitigations:	Work with community organisation in that work with groups and networks to encourage applications. Make the application process as simple as possible to limit barriers to applicants.
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No adverse impacts identified
Mitigations:	N/A
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No adverse impacts identified
Mitigations:	N/A
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	We see less applications from particular areas of deprivation in the city The current proposals will delay the impact of this until 2024 and may impact disproportionately organisations and individuals that are from an area of Socio-Economic (deprivation)
Mitigations:	Run focus sessions that engage and invite applications from those areas. Work with community organisation in those areas to encourage applications. Make the application process as simple as possible to limit barriers to applicants.
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No adverse impacts identified
Mitigations:	N/A
Other groups [Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Looked after Children / Care Leavers; Homelessness]	
Potential impacts:	
Mitigations:	

3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

CIP is already underpinned by a vision, aims and objectives, and robust and transparent assessment process, designed to support the delivery of our Public Sector Equality Duty. The proposal for CIP2 creates benefits for people based on their protected or other relevant characteristics, and builds on this through the 4 years of delivery by:

- Consulting: this already has led to refreshed CIP aims and objectives
 - More engaged process: participatory approaches with target equalities groups
 - Flexible and responsive: Creating a funding framework that can flex to respond and maximise impact
- The full impact and benefits of the changes to CIP will not be fully realised until after the rollover investment recommended by the mayor's office has completed and the new CIP2 portfolio (for Openness and Imagination) is in place.

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:

The proposal will not have a negative impact as it is requesting investment to support arts and culture accessible for all over the next 4 years. However the decision to roll over investment in existing Openness organisations and delay investment in new Openness applications assessed against CIP 2 aims and guiding principle until 2024 will affect the level of impact for equalities communities.

Clear and simple language: we have refined the language used within aims and objectives, and all CIP paperwork, based on engagement so that the language we use is not a barrier for current applicants.

Accessibility: we will schedule additional public consultation and focussed engagement on the accessibility of the fund.

All of the above will continue through the 4 years of the CIP2 programme

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

We have refreshed and tested CIP aims through the engagement outlined in 2.4 so that they are now as proposed:

1. To support Bristol as a city of ideas, creativity and engagement
2. To advance diversity, equity and inclusion in arts and culture for all Bristol's citizens
3. Invest in people, places and partnerships to respond creatively to need and support social change.

In response to the Originators review in 2020 we tested a shorter time scale for assessing this fund to respond to requests that a one year fund needs to be more agile and responsive. We will continue to build on this pilot to ensure CIP2 can best benefit smaller, equality-led organisations, groups and artists

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
Rollover of investment in organisations currently funded through Openness (2018-22 round/CIP 1) for 12 months. Extension funding agreements will be drafted and signed before grant allocation for 23-24 to ensure organisations are continuing to meet CIP vision and aims, and detailing how they are delivering to priority groups.	Arts Development team	Jan – March 2023
Investment in organisations currently funded through Imagination will not be rolled over as Imagination is project rather than core funding (Imagination 2020-22 round, received extension year investment in 2022-23 to complete project activity delayed by covid). Current grantees will be communicated with. These grantees will include current applicants, either to Imagination or Openness 2023 onwards. The delay around future investment will be a negative impact for some, and may threaten jobs and survival of organisations. The Arts Development team have not had time to plan actions to mitigate for this issue.	Arts Development team in consultation with Mayor's Office	Jan – March 2023
Openness investment to be awarded through CIP 2023-27 will be delayed until April 2024 while the assessment and recommendation process is completed. Funding will be allocated from April 2024. Current grantees will be communicated with. These grantees will include current applicants, either to Imagination or Openness 2023 onwards. The delay around future investment will be a negative impact for some, and may threaten jobs and survival of organisations. The Arts Development team have not had time to plan actions to mitigate for this issue.	Arts Development team in consultation with Mayor's Office	Jan – March 2023
Evaluation - Design a reflective evaluation programme that is core to the funding process. The aspiration is that this will be supported by more officer time and the services of an independent evaluator when resourcing, internal and external, is identified for this. Create an annual report and run reflection sessions for current applicants to improve the fund through the funding period.	Elise Hurcombe	Dec 2022 draft brief Jan-March 2023 recruit

4.3 How will the impact of your proposal and actions be measured?

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

1. Monitor and record how we've promoted the opportunity to apply to CIP2
2. Monitor and record impact and quality of rollover activity plans
3. Regularly review the application and assessment process from an equalities perspective and mitigate risks of discrimination & disadvantage
4. Review successful new Imagination and Openness applicants to understand the impact of decisions, and

delays, and how this impacts on intended delivery

5. Review the action plan and twice a year and set goals throughout the year that are outlined in the actions plan.

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the Equality and Inclusion Team before requesting sign off from your Director¹.

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off:  Patsy Mellor, Director Management of Place
Date: 9/1/2023	Date: 9 th January 2023

¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.