

Bristol City Council Equality Impact Assessment Form



(Please refer to the Equality Impact Assessment guidance when completing this form)

Name of proposal	St Pauls Carnival
Directorate and Service Area	Place - Culture
Name of Lead Officer	Laura Pye

Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?

To agree the vision and governance model suggested by the carnival commission as the preferred option for St Pauls carnival moving forward

St Pauls Carnival use to be delivered by St Pauls Carnival Limited but after they failed to deliver carnival 2 years out of 4 BCC and Arts Council England withdraw their funding. Following an extensive piece of work carried out by the Carnival Commission, an independent group of individuals who formed after an invite from the Mayor a new vision has been presented and an outline of the type of organisation to take it forward.

We believe the vision presented by the group is deliverable and will mean the return of Carnival on to the streets of St Pauls.

The new organisation will also meet the governance requirements set out by the commission.

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

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

People who attend St Pauls Carnival-

Because this is not a BCC event we only have the audience data provided for the Key Arts Provider funding which states-

At the Carnival and through our education projects and Mas camps the Carnival attracts 50/50 male/female audience/participants. The ethnicity of participants is 60% BME & 40% white. The

average age of attendees to the carnival are 25-34 and 80% of the people surveyed at Carnival bought children with them, the estimated attendance throughout the Carnival day is 100,000 people.

We do not specifically enquire through our surveys if people have a disability, but, we do ensure there are adapted toilets, risers etc to assist the enjoyment of the event for less able visitors.

Artists & Schools involvement - the below table gives a simple breakdown on the amount of groups in the procession and numbers of acts on the stages.

PROCESSION

Type of Group	GROUP NO'S	Total Number of Participants
visiting groups	5	101
schools	15	525
Local groups	10	256

STAGE ACTS

Portland Square

Stage

20 acts 130

Green Stage

19 acts 120

Additionally at the event there were 12 sound systems each playing for approximately 12 hours, with around 2 acts per hour this adds to approx 288 performers.

The Mas Camps have a passing attendance along with a committed group of 30+ people, who then take part in the masquerade on the day. With the Mas camps being open in the evening's attendees to the sessions are 90% local to St Pauls with members of the Somali community and local youths getting involved.

We have no supporting material to back the claims made in their bid and have concerns about the validity of this data without knowing the sample method and size. Moving forward it will be a condition of funding that more robust audience data is collected and analysed

We do however have data about protected characteristics of people in the Ashley ward compared to Bristol as a whole.

Including Age groups-

POPULATION ESTIMATE

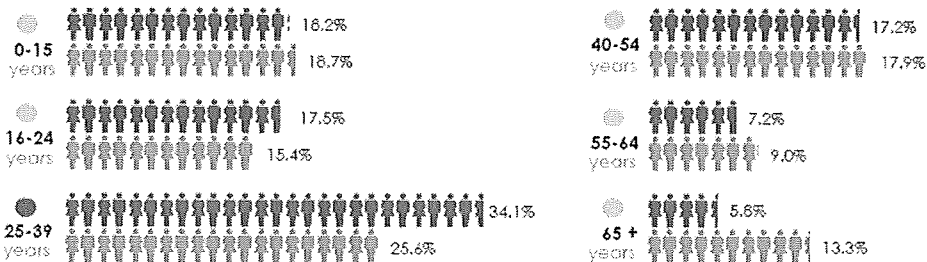
Office for National Statistics 2014

ASHLEY

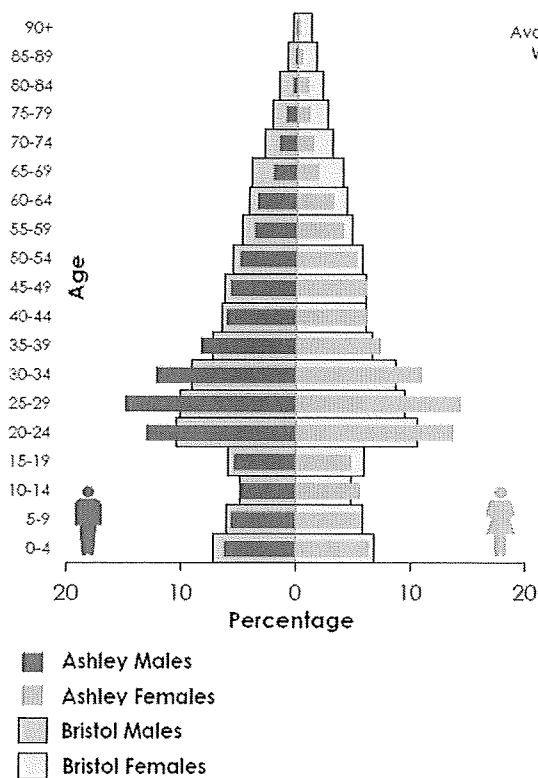
High
 Average
 Low

Ashley (population 18,239)
 Bristol

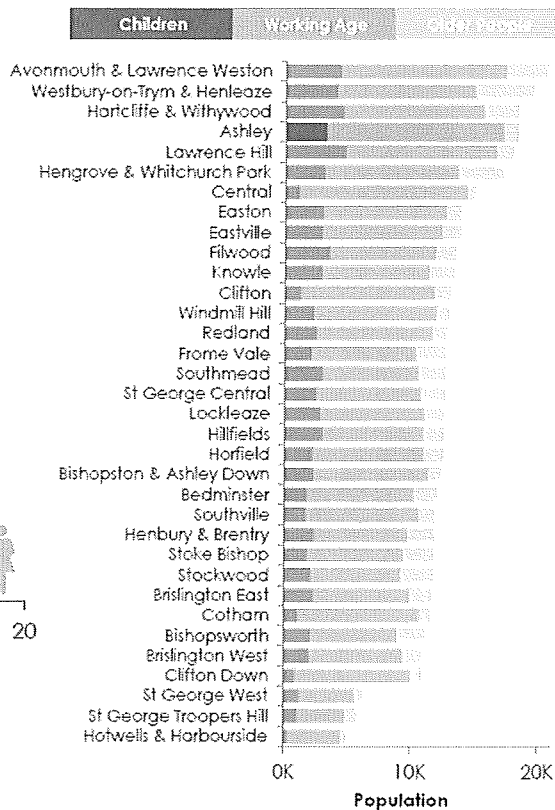
AGE GROUPS



POPULATION PYRAMID



WARD COMPARISON



Population – Source: Bristol City Council using ONS 2014 Small Area Population Estimates ONS © Crown Copyright
 See source pages for further details

Performance, Information and Intelligence Service, Bristol City Council

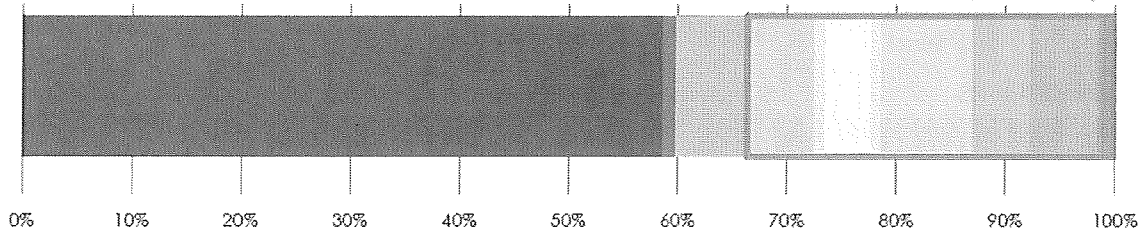
www.bristol.gov.uk/statistics

Ethnicity-

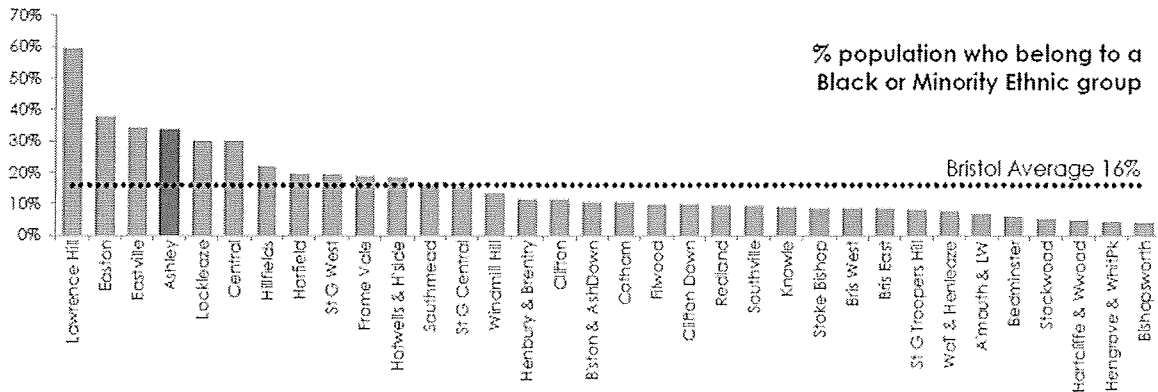
ETHNICITY 2011 CENSUS

ASHLEY

Population by Ethnicity



Ethnicity	Ashley	Bristol	Legend
White British	58.7%	77.9%	High
White Irish	1.2%	0.9%	Average
White Gypsy or Irish Traveller	0.1%	0.1%	Low
Other White	6.5%	5.1%	Average
Mixed	6.1%	3.6%	High
Indian	0.9%	1.5%	Average
Pakistani	3.2%	1.6%	High
Bangladeshi	0.4%	0.5%	Average
Chinese	0.7%	0.9%	Average
Other Asian	0.9%	1%	Average
Black African	8.4%	2.8%	High
Black Caribbean	5.3%	1.6%	High
Other Black	6.1%	1.6%	High
Arab	0.4%	0.3%	Average
Other ethnic group	1.2%	0.6%	High
Black and Minority Ethnic Group Total	33.5%	16%	



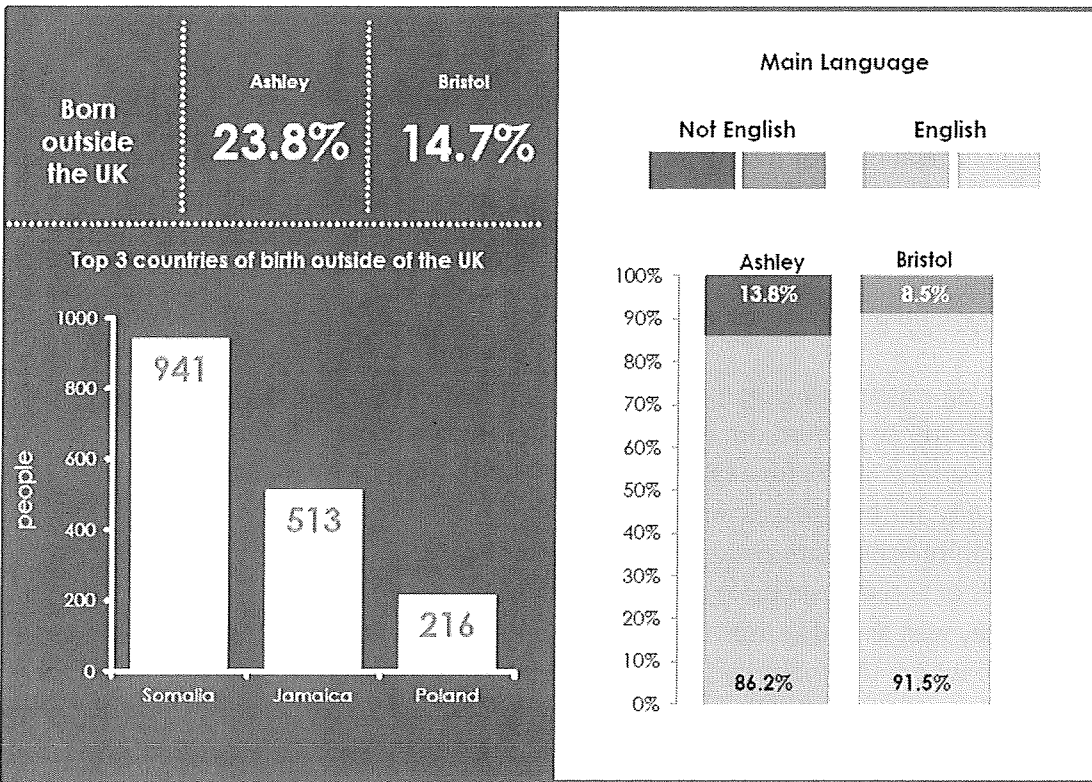
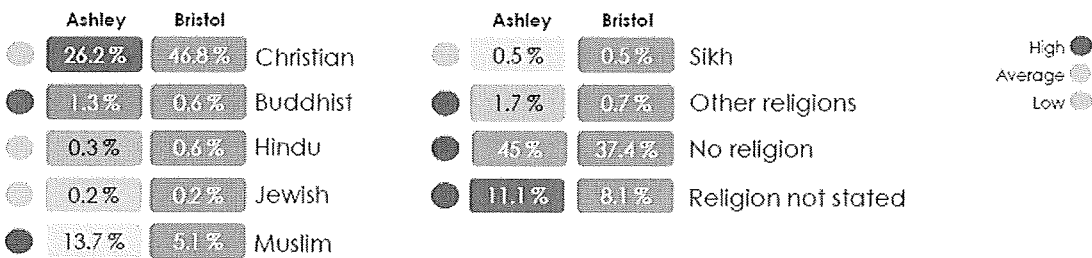
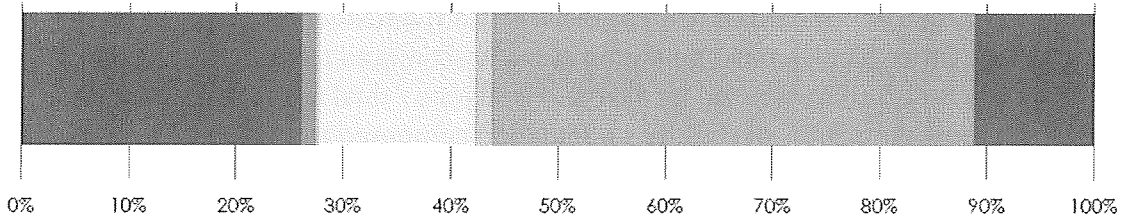
The population as a whole can be broken down into 18 different ethnic groups according to what tick box people chose on the 2011 Census questionnaire.

The Somali population did not have a separately identified tick box on the 2011 Census questionnaire and so will be included in both the 'Black African' and the 'Other Black' groups. The Mixed/Multiple Ethnic Groups have been aggregated from four separately identified groups to one 'Mixed' group in the table above. The Black or Minority Ethnic group (BME) population includes all ethnic groups with the exception of the White groups (i.e. White British, White Irish, White Gypsy or Irish Traveller and Other White).

Source: 2011 Census ONS Crown Copyright Reserved [from Nomis]
See source pages for further details

RELIGION, COUNTRY OF BIRTH AND LANGUAGE 2011 CENSUS ASHLEY

Religion



Source: 2011 Census ONS Crown Copyright Reserved [from Nomis]
See source pages for further details

Performance, Information and Intelligence Service, Bristol City Council

www.bristol.gov.uk/statistics

With regards to the African Caribbean population in Bristol according to an analysis of the 2011 Census summarised by The Quartet Community Foundation, of a population of

approximately 430,000 the number of people in Bristol defining themselves as Black African Caribbean stands at 6727 (1.6% of the population, a slight increase from 1.5% of the 2001 population); the African Caribbean population is ageing with more than half (54%) aged over 40 compared to 41% of the total population and contrasts with a growing, younger population of 12085 which defines itself as Black African. A further 6922 residents self-define as Black Other. The Somali population alone is estimated to be in the region of 10000. The city is also characterised by a large mixed race / dual heritage population of 15438 which represents 3.6% of the city's population compared to a national average of 2.2%.

St Pauls Carnival Limited-

By supporting the vision and governance model put forward by the Carnival Commission we are confirming we are not willing to fund St Pauls Carnival Ltd moving forward. St Paul's Carnival Ltd are a membership organisation but they no longer have any paid employees. They will be involved in the development of the new organisation and encourage to take an active part in the future of carnival so they can continue to represent the view of their members.. However the governance model will be different which will allow better management of the company and directors of the new company will be appointed through an open recruitment process and on the basis of their skills. Both the Arts Council and BCC will be involved in the recruitment process in order to ensure we are confidence in the abilities of the new organisation

2.2 Who is missing? Are there any gaps in the data?

There are significant gaps in the audience data provided by St Pauls Carnival Limited and because the carnival has not happened since 2014 we don't have any more up to date stats about the audience profile of the event itself.

We also don't have any up to date data on who is involved in St Pauls Carnival Limited

2.3 How have we involved, or will we involve, communities and groups that could be affected?

The Carnival Commission engaged external and independent researchers Armstrong, Cameron and Pitter to carried out consultation in the community. This included-

- Two online surveys – one for St Paul's residents and others with an interest in the Carnival, and one for businesses and stakeholders.
- Two community consultation exercises held in St Paul's
- Case studies of three large scale outdoor festival.

The first survey was aimed at individuals with an interest in St Paul's Carnival. 170 people responded, of whom the majority (66%) were women. Six respondents were current or former members of the St Paul's African Caribbean Carnival Board. Almost three quarters of respondents attended Carnival every year. The three most enjoyable aspects of the Carnival were reported as being music, food and celebrating African Caribbean culture all of which feature heavily in the vision put forward by the Commission

The second survey – aimed at businesses and stakeholders – yielded 13 responses. 12 respondents were based in Bristol. The vast majority of respondents – 10 – felt that St Paul's Carnival is a central element of Bristol's cultural offer. Asked what might persuade them to support St Paul's Carnival, increased confidence in the organisers was cited as a primary factor alongside greater evidence of partnering and collaboration. It is hoped a new organisation could build this confidence and increase the sustainability of the event.

A total of 41 people attended the two consultation events held in St Paul's. They noted a very strong appetite for a vibrant, functioning, sustainable Caribbean Carnival inspired by Caribbean Carnivals but with a uniquely Bristolian flavour. Consultees felt that there should be a clear differentiation between daytime and night time activities with the former focusing on family friendly activities. Again this is something which features heavily in the vision for the carnival presented by the commission.

Following the development of the vision a reference group will be formed supported by voscur to develop the terms of reference for appointments to the new board. This will ensure the board is able to represent the needs of the diverse communities it need to serve in the delivery of carnival

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

3.2 Can these impacts be mitigated or justified? If so, how?

Protected Characteristic	Impact	WHAT DONE TO MITIGATE
Age	Many of elder who were involved in the setting up Carnival and organising in past years are part of St Pauls Carnival Limited and have clear views on a vision for carnival	They have been involved in the consultation by the commission and on the whole we believe they will support the vision presented
Disability	No or little impact	
Ethnic origin	St Pauls Carnival is at its heart an event which celebrate African Caribbean heritage which needs to be reflected in the vision	Extensive consultation has taken place with the St Pauls community including the African Caribbean community and we believe they are positive about the vision for carnival that is being presented
	The data shows that other communities such	The vision and research address the need to include all of the St Pauls communities and we will work with the new organisation to ensure

	as the Somali community are growing in the area. There is a risk they will not feel included in an new St Pauls Carnival	other groups are included
Gender	No or little impact	Moving forward this will be monitored through the funding agreements
Pregnancy and Maternity	No or little impact	Moving forward this will be monitored through the funding agreements
Religion/ Belief	No or little impact	Moving forward this will be monitored through the funding agreements
Sexual orientation	No or little impact	Moving forward this will be monitored through the funding agreements

3.3 Does the proposal create any benefits for people with protected characteristics?

3.4 Can they be maximised? If so, how?

Protected Characteristic	Impact	What can be done to maximise
Age	The vision highlights the need for different activities for different ages including family event and a more youth focused "club hop" event	A major issue with Carnival in the past has been how it caters for everyone. The visions separates out key audience groups and so will hopefully provide a better experience for everyone
Disability	No or little impact	The vision for carnival is one of an inclusive event which caters for all sections of the community, the delivery of this will be monitored through the funding arrangement
Ethnic origin	Carnival is about the celebrations of African Caribbean Heritage and the proposal will ensure this is delivered in years to come	The consultation done to date has highlighted the importance of this and it's a major factor in the vision for carnival that the new organisation aims to deliver This has been effectively communicated to the communities, through a range a channels including local member, radio and social media and public events-
Gender	No or little impact	The vision for carnival is one of an inclusive event which caters for all sections of the community, the delivery of this will be monitored through the funding arrangement
Pregnancy and Maternity	No or little impact	The vision for carnival is one of an inclusive event which caters for all sections of the

		community, the delivery of this will be monitored through the funding arrangement
Religion/ Belief	No or little impact	The vision for carnival is one of an inclusive event which caters for all sections of the community, the delivery of this will be monitored through the funding arrangement
Sexual orientation	No or little impact	The vision for carnival is one of an inclusive event which caters for all sections of the community, the delivery of this will be monitored through the funding arrangement

Service Director Sign-Off:	Equalities Officer Sign Off:
Date:	Date: 23-11-16 