

Partial EQIA for Culture Strategy

June 2018



Scottish Government
Riaghaltas na h-Alba
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Draft Partial Equality Impact Assessment

The Equality Impact Assessment (EQIA) is part of a commitment to equal opportunities made by the Scottish Government. It enables us to consider how our activities, functions, strategies, programmes and services or processes – referred to as our policies - may impact, either positively or negatively, on different sectors of the population in different ways.

We are now requesting comments on this partial EQIA as part of a full public consultation. The comments received will be used to complete the assessment and to determine if any further work is needed in this area.

Title of policy/ practice/ strategy/ legislation etc	Public consultation on a draft Culture Strategy for Scotland	
Minister	Fiona Hyslop	
Lead official	Leonie Bell	
Officials involved in the EQIA	name	team
	Ian Glover Donna Stewart Kay Barclay	Culture Engagement Team Analytical Team
Directorate: Division: team	Culture, Tourism and Major Events Directorate Culture and Historic Environment Division Culture Engagement Team	
Is this new or revision to an existing policy?	This is a new culture strategy. National strategies exist for certain sub-sectors, for example, historic environment and museums and galleries (which have been equality impact assessed) but there is currently no overarching strategy for culture.	

Policy Aim:

The Scottish Government committed to the development of A Culture Strategy for Scotland in the Programmes for Government for both 2016/17 and 2017/18, to show how important culture is to Scotland's future and to enable everyone to have the opportunity to take part in or contribute to cultural life in Scotland.

The strategy is bold and ambitious, and is centred on the fundamental value of culture and its empowering and transformative potential. It is committed to long term change through greater collaboration and integration across culture, communities and policy development.

The Scottish Government has facilitated the development of this draft strategy in an open and collaborative way so that it is reflective of, and responsive to, the views of others rather than affirming a government position. It builds on existing national and sector strategies to set a direction for the future support of culture in Scotland over the next 10 years and beyond.

The Vision for the strategy is:

Culture in Scotland is innovative, inclusive and open to the wider world. Cultural excellence – past, present and emerging – is celebrated and is fundamental to future prosperity and wellbeing. Culture’s empowering and transformative power is experienced by everyone

The Vision is supported by three overarching ambitions:

Transforming through Culture: Recognising that culture and creativity are central to Scotland’s cultural, social and economic prosperity

Empowering through Culture: Opening up and extending culture so that it is of and for every community and everyone

Sustaining Culture: Sustaining and nurturing culture to flourish and to evolve as a diverse, positive force in society, across all of Scotland

Each ambition is underpinned by a series of aims and high level actions to realise the Vision and deliver the new National Outcome for culture:

We are creative and our vibrant and diverse cultures are expressed and enjoyed widely

Who will it affect?

All people in Scotland will benefit from the Strategy.

The Strategy positions culture as central to progress in health and wellbeing; economy; education; reducing inequality and realising a greener and more innovative future. It seeks to empower individuals and communities through culture and supports an extended and inclusive view of culture. It celebrates the diversity of the many cultures and heritages which exist in Scotland.

If successful, it should also impact on those members of society who do not currently engage in culture - whatever the reason - ensuring that everyone has, not only the right, but the opportunity to be culturally engaged regardless of geographic location, age, sex, sexual orientation, race, disability,

religion/belief or socio-economic background. The Strategy promotes greater diversity across the cultural workforce and more high profile cultural role models from a variety of backgrounds to inspire future generations and to influence cultural outputs and therefore audiences.

The Strategy supports greater equity of opportunity for access and participation in culture across Scotland.

What might prevent the desired outcomes being achieved?

The process of developing the Strategy has been open, inclusive and equitable, with all points of view gathered from across Scotland being considered of equal value and reported accordingly.

However, it is only by working together across the culture sector, other sectors, National and Local Government, that the vision for culture will be realised. This will depend upon the support of a wide range of bodies, organisations and individuals working across the culture sector and also other sector bodies, community groups and local champions/cultural leaders across the country who help to make culture happen.

The government has a role to use the levers at its disposal to help develop the conditions and skills to ensure that culture is supported and a responsibility to enable as many people as possible to prosper through culture.

To deliver the Vision, a number of initial high level actions have been proposed. As part of the consultation process, all respondents will be asked how they, as individuals or organisations, can contribute to delivering the strategy. They will also be asked what they think success will look like. Responses will inform the final strategy including agreed actions going forward and will also inform the work of the proposed Measuring Change Group which is proposed to monitor and evaluate the impact of the strategy and culture in Scotland more broadly.

Aims

Stage 1: Framing

The strategy is centred on the fundamental value of culture and its empowering and transformative potential. It commits to long term change through greater collaboration and integration across culture, communities and policy development.

The Strategy recognises that culture is of and for every community and everyone. It shapes and reflects how individuals and communities live, and it influences relationships in the wider world. Culture enables communities and citizens to grow in confidence, to feel empowered and to influence the course of their own lives.

Geographic barriers, ethnic and social inequality and lack of diversity, however, are still features of the culture sector in Scotland as well as those that have the opportunities to access and participate in culture.

High level actions set out in the Strategy which will impact on these areas in particular include proposals to:

- Develop alliances that support social change through culture and promote leadership and joined up working across the culture sector, other sectors, local and national government and communities.
- Promote an inclusive and extended view of culture which recognises and celebrates the value and importance of emerging, everyday and grassroots culture and creativity
- Develop an approach that supports long term partnerships between cultural and creative organisations, businesses and organisations in Scotland's most deprived communities, including schools, care homes and organisations working towards achieving social justice
- Explore ways in which people can have a greater say in shaping the cultural life of their communities including participatory models of decision-making and community ownership
- Support the freelance cultural workforce and nurture skills, talent and excellence by exploring ways to improve their economic and social status and adopt a broad and long term approach to supporting skills development from early years onwards
- Increase inclusive opportunities to broaden the backgrounds of those working and volunteering in the culture sectors.

Differential/Negative Impact

We have considered the potential impacts of the Strategy and have concluded that it will have no differential or negative impacts on any of the groups set out below:

- age
- disability
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race
- religion or belief
- sex
- sexual orientation

Fairer Scotland Duty

The Fairer Scotland Duty came into force in April 2018 and places a legal responsibility on public bodies to pay due regard to reducing inequality of outcomes caused by socio-economic disadvantage when making strategic decisions.

The EQIA has also been informed by detailed analysis of existing evidence and data (both qualitative, quantitative and by means of public engagement feedback) in order to draw out the potential impacts of the policy on the following barriers to access, progression and representation in the Arts:

- economic barriers
- socio-economic background
- staff structures
- geography
- parenting / carer responsibilities
- unpaid internships / placements
- informal networks
- cost of professional training.

Evidence suggests a lack of diversity at all levels in the culture sector has resulted in a corresponding lack of diversity in cultural output, which particularly affects minority ethnic communities, disabled people and people who identify as LGBT.

To address that lack of diversity, the strategy will promote inclusion and progression, particularly as evidence indicates that exclusion and lack of progression are mainly experienced by women, minority ethnic people, younger and older people, disabled people and people who identify as LGBT. More women than men, for example, indicate that parenting/carer responsibilities are barriers to progression, whilst unpaid internships (cited as a socio-economic barrier) or placements impact particularly on younger people attempting to access the arts sector.

Economic disadvantage is also cited by a large majority of those who work in the culture sector as being a significant barrier to access and career progression, including the cost of professional training. ESOL speakers are particularly disadvantaged when completing applications for funding. Poverty was also cited as a barrier to progression.

Adults living in more deprived areas are least likely to visit cultural places or events, with attendance levels increasing as area deprivation decreases. A significantly higher proportion of adults in the most deprived group cite cost as a reason not to participate compared to those in the least deprived group

The Strategy will have a positive impact in ensuring that all of the people of Scotland will have an equal opportunity to access and participate in culture and will contribute to eliminating unlawful discrimination, advancing equality of opportunity and promoting good relations.

Extent / Level of EQIA required

While we believe that the Strategy will have no differential or negative impacts on the groupings outlined above, this consultation seeks the views of

stakeholders, the public and a wide range of equality groups (see Annex A) on any potential equality issues.

The consultation specifically asks consultees to consider:

Do you think the partial Equality Impact Assessment has identified where the strategy might impact on people differently depending on characteristics such as age, disability, gender, race, religion or belief, sexual orientation or gender identity? What would you add or change? and

How do you think this strategy might impact upon people on low incomes, people living in deprived areas, people in material deprivation, or people with no / or low wealth and people from different socio-economic backgrounds?

Responses to these and the other questions will inform the development of the EQIA that will accompany the final Strategy and help us to duly consider its impact for equality groups within the context of the public sector equality duty to:

- eliminate unlawful discrimination, harassment and victimisation,
- better promote equality of opportunity and
- foster good relations



I am satisfied with the draft partial equality impact assessment that has been undertaken for the consultation draft of A Culture Strategy for Scotland and give my authorisation for the initial results of this assessment to be published on the Scottish Government's website.

Name: Jonathan Pryce

Position: Director, Culture, Tourism and Major Events

Date: 19 June 2018

Annex A

Equality groups

Age Scotland
Scottish Older People's Assembly
Scottish Seniors Alliance
Scottish Pensioners Forum
Children's Parliament
Scottish Youth Parliament
Young Scot

British Deaf Association Scotland
Deaf Action Scotland
Disability Agenda Scotland
Disability Equality Scotland (formerly SDEF)
Glasgow Centre for Inclusive Living
Glasgow Disability Alliance
Inclusion Scotland
Lothian Centre for Independent Living
Scottish Council on Deafness
Sense Scotland

Action of Churches Together Scotland
Church of Scotland
Catholic Bishops Conference Scotland
Free Church of Scotland
Humanist Society Scotland
Interfaith Scotland
Muslim Council of Scotland
Scottish Council of Jewish Communities

Article 12
BEMIS
Cemvo Scotland
Coalition for Racial Equality and Rights (CRER)
MECOPP

Equality Network
LGBT Youth Scotland
LGBT Health and Wellbeing
Scottish Trans Alliance
Stonewall Scotland

Scottish Women's Aid
Engender
Close the Gap
Zero Tolerance
Equate Scotland
YWCA Scotland
Scottish Women's Convention
Rape Crisis
Amina: Muslim Women's Resource Centre