

Equality and Public Health Full Impact Assessment

Impact Assessment Id: #703

1.0 Screening Information

Project Name

Severn Arts Social Value

Name of Project Sponsor

Hannah Perrott

Name of Project Manager

Lisa Bedford

Name of Project Lead

Lisa Bedford

Please give a brief description of the project

To substitute the outstanding loan to Severn Arts by a legal agreement that the value written off is provided by cash-in-kind or equivalent to support the Council's priorities.

Data Protection screening result

Will require a full impact assessment

Equality and Public Health screening result

Will require a full impact assessment

Environmental Sustainability screening result

Will require a full impact assessment

1.1 Background and Purpose

Background and Purpose of Project?

To support your answer to this question, you can upload a copy of the project's Business Case or similar document. To substitute the outstanding loan to Severn Arts by a legal agreement that the value written off is provided by cash-in-kind or equivalent to support the Council's priorities.

Upload Business Case or Support documents

[□ SA 12 Month Social value plan.xlsx](#)

Project Outputs

Briefly summarise the activities needed to achieve the project outcomes.

Community Festivals - Aimed at grass roots communities, these festivals bring people together for a shared vision. Specific projects aligned to these festivals engage specific communities in areas of Worcester or are aimed at minority groups to encourage more integration and well-being.

Music Box - Taking music making opportunities out into the community with a focus on digital music composition and recording.

Locations include parks, community venues, schools, leisure centres, town squares.

Digital Music Offer - Digital music creative opportunities for young people - progressive course over a term. Funded places for students who are from low income families. Based at Severn Arts, Worcester.

Work experience - 2-5 day programmes offered to Yrs 9-12

Business Administration Apprentice Lvl 3 - In conjunction with HOW college to offer an apprenticeship to local Worcestershire person to support career progression and training opportunities. Guaranteed interview for disabled applicants.

Project Outcomes

Briefly summarise what the project will achieve.

Cash-in-kind activities completed that are of equal value to the outstanding loan to Severn Arts.

Is the project a new function/service or does it relate to an existing Council function/service?

Existing

Was consultation carried out on this project?

No

1.2 Responsibility

Directorate/Organisation

People

Service Area

Communities

1.3 Specifics

Project Reference (if known)

Not Recorded

Intended Project Close Date *

March 2029

1.4 Project Part of a Strategic Programme

Is this project part of a strategic programme?

No

2 Organisations Involved

Please identify the organisation(s) involved:

Worcestershire County Council

Other - Severn Arts

Details of contributors to this assessment:

Name	Carla Kesterton
Job title	Commissioning Officer
Email address	ckesterton@worcestershire.gov.uk

3.0 Who will be affected by the development and implementation

Please identify group(s) involved:

Communities

3.1 Information and evidence reviewed

What information and evidence have you reviewed to help inform this assessment? *

Not applicable

3.2 Summary of engagement or consultation undertaken

Who and how have you engaged, or why do you believe engagement is not required? *

This is transferring a loan to cash-in-kind activities. Severn Arts have been consulted on how they can achieve the activities and the value of these.

3.3 Summary of relevant findings

Please summarise your relevant findings. *

Not applicable.

4 Protected characteristics - Equality

Please consider the potential impact of this activity (during development & implementation) on each of the equality groups outlined below. **Please select one or more impact box(es) below for each equality group and explain your rationale.** Please note it is possible for the potential impact to be both positive and negative for the same equality group and this should be recorded. Remember to consider the impact on e.g. staff, public, patients, carers etc. who are part of these equality groups.

Age

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

Work experience will be offered to young people in years 9 to 12. This will give creative sector knowledge and opportunity to develop skills. An apprenticeship will also be available on conjunction with a local college.

Keep it Green, Keep it on the Screen

People of all ages can attend the community festivals and participate in the Music Box and digital music offer.
WCC will work with Severn Arts to ensure monitoring information is captured.

Disability

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

The target for work experience is young carers and young people with learning difficulties.
People with and without a disability can attend the community festivals and participate in the Music Box and digital music offer.
Attending work experience of events will not impact on any disability related benefits. Undertaking an apprenticeship would impact on benefits, but an apprenticeship is a paid role.
Accessibility will be considered and communicated for events. For example, Severn Arts held Light Night in Worcester. Information on accessibility, strobe lighting, medical needs, seating, quiet spaces and QR codes for audio versions were all available on the website.
Severn Arts Severn Arts has signed up to Music Mark's Talk Into Action pledge. Talk into Action has been created by Music Mark to support organisations in the music education sector to achieve their Equity, Diversity and Inclusion (EDI) goals. Music Mark believes that building an inclusive sector is something we must all be constantly striving towards. They appreciate the fantastic work that has already happened in EDI and are assembling resources, programming events, and developing training opportunities, in partnership with EDI specialists. Music Mark will commission more where there are gaps. Severn Arts website states that Musical inclusion is a way of working that gives every child and young person an equal opportunity to participate in music and to learn and progress through music to the best of their individual capabilities. It acts to counteract the effects of exclusion, which may be based on cultural background, level of ability or other factors and to help children overcome barriers to their learning, whether these be physical, cognitive, environmental, emotional, behavioural or psychological.
WCC will work with Severn Arts to ensure monitoring information is captured.

Gender reassignment

Potential neutral impact selected

Explanation of your reasoning:

People of any gender can attend the community festivals and participate in the Music Box and digital music offer. Support and accommodations needed for any trans or non-binary GNC young person would be made.
WCC will work with Severn Arts to ensure monitoring information is captured.

Marriage and civil partnerships

Potential neutral impact selected.

Explanation of your reasoning:

Being married or in a civil partnership does not affect a person's ability to attend the community festivals and participate in the Music Box and digital music offer.
WCC will work with Severn Arts to ensure monitoring information is captured.

Pregnancy and maternity

Potential neutral impact selected.

Explanation of your reasoning:

Pregnancy and maternity does not affect a person's ability to attend the community festivals and participate in the Music Box and digital music offer.
Pregnancy and maternity benefits would not be affected by attending events or work experience. If the apprentice was pregnant then the relevant legislation would be followed and any adjustments needed would be made.
WCC will work with Severn Arts to ensure monitoring information is captured.

Race including travelling communities

Potential neutral impact selected.

Explanation of your reasoning:

No differential impact or negative impact known based on RACE , and identity of RACE does not affect a person's ability to attend the community festivals and participate in the Music Box and digital music offer.
WCC will work with Severn Arts to ensure monitoring information is captured.

Religion and belief

Potential neutral impact selected.

Explanation of your reasoning:

No differential impact or negative impact known based on religion and belief, and identity of religion and belief does not affect a person's ability to attend the community festivals and participate in the Music Box and digital music offer.
WCC will work with Severn Arts to ensure monitoring information is captured.

Sex

Potential neutral impact selected.

Explanation of your reasoning:

No differential impact or negative impact known based on sex, and identity of sex does not affect a person's ability to attend the community festivals and participate in the Music Box and digital music offer.
Some events will be during the day. For any events in the evening, Severn Arts will consider night time safety.
WCC will work with Severn Arts to ensure monitoring information is captured.

Sexual orientation

Potential neutral impact selected.

Explanation of your reasoning:

No differential impact or negative impact known based on sexual orientation, and identity of sexual orientation does not affect a person's ability to attend the community festivals and participate in the Music Box and digital music offer.
WCC will work with Severn Arts to ensure monitoring information is captured.

5 Characteristics - Public health

Other vulnerable and disadvantaged groups

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

Creative activities build social capital and connection, and provide individuals with a sense of agency, meaning and purpose. Through creative health people and communities can be empowered to make positive changes and improve quality of life (Creative Health Review from National Centre for Creative Health).
Community festivals are aimed at grass roots communities. Specific projects aligned to these festivals engage specific communities in areas of Worcestershire or are aimed at minority groups to encourage integration and well-being.
Work experience is targeted at young carers and young people with learning difficulties. Apprenticeships provide a pathway into employment for young people to start a career in arts.

Health inequalities

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

Creative health is an integral part of community and place-based approaches to reducing health inequalities. In areas experiencing high levels of deprivation, initiatives which increase community engagement, social cohesion and social capital can help to mitigate some of the detrimental impacts of the social determinants of health. In communities, creative health can interact with the social determinants of health to improve the environments in which people live.

Creative initiatives can provide people with a sense of agency, power and control over their circumstances, which can improve individual and community health and wellbeing. Mobilising existing creative, cultural and community assets through the provision of a supportive infrastructure will lead to stronger, more resilient communities with less reliance on public services in the long term (Creative Health Review from National Centre for Creative Health).

Young carers and young people with learning difficulties will be able to attend work experience for Severn Arts. There will also be apprenticeships available to support people into employment and potentially a career in the creative sector.

Social and economic

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

Health inequalities are intrinsically linked to the social determinants of health. Community festivals aim to build a sense of pride, sense of belonging and an opportunity to make new friends. In areas experiencing high levels of deprivation, initiatives which increase community engagement, social cohesion and social capital can help to mitigate some of the detrimental impacts of the social determinants of health (Creative Health Review from National Centre for Creative Health).
Work experience and apprenticeship opportunities have economic benefits as they encourage and support people into further

training and employment.

Physical health

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

Creative activities can be an effective approach to improving health outcomes. For example, creative health programmes have been shown to improve health outcomes for people experiencing homelessness, those in the criminal justice system, and refugees and asylum seekers.

Creative health is used effectively to raise awareness and reduce stigma around certain health conditions. The WHO scoping review 'What is the evidence for the role of the arts in improving health and wellbeing?' finds evidence that when the arts are used as a health communication tool there are improvements in knowledge, attitudes and behaviours, and that arts-based approaches can be used in culturally appropriate ways to engage specific communities (Creative Health Review from National Centre for Creative Health).

Attending festivals and events to participate in the music activities will increase movement and activity levels which will improve people's physical health.

Mental health and wellbeing

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

Creative health is used effectively to raise awareness and reduce stigma around certain health conditions. The WHO scoping review 'What is the evidence for the role of the arts in improving health and wellbeing?' finds evidence that when the arts are used as a health communication tool there are improvements in knowledge, attitudes and behaviours, and that arts-based approaches can be used in culturally appropriate ways to engage specific communities (Creative Health Review from National Centre for Creative Health).

Attending events and participating in work experience, or having an apprenticeship improves mental health through meaningful activity.

Access to services

Potential positive impact selected. Potential neutral impact selected.

Explanation of your reasoning:

Health inequalities can be related to stigma and discrimination, which results in barriers to access to good quality services (Creative Health Review from National Centre for Creative Health). Attending community festivals will improve awareness of and access to other services that provide support in a range of areas.

6 Actions to mitigate potential negative impacts

You have confirmed that there are no negative impacts for equality protected characteristics and public health characteristics.

7 When will you review this equality and public health estimate(EPHIA)?

During implementation and during any changes to the activities.

8 Declaration

The following statement has been read and agreed:

- All public bodies have a statutory duty under the Equality Act 2010 to set out arrangements to assess and consult on how their policies and functions impact on the 9 protected characteristics: Age; Disability; Gender Reassignment; Marriage & Civil Partnership; Pregnancy & Maternity; Race; Religion & Belief; Sex; Sexual Orientation
- Our Organisation will challenge discrimination, promote equality, respect human rights, and aims to design and implement services, policies and measures that meet the diverse needs of our service, and population, ensuring that none are placed at a disadvantage over others
- All staff are expected to deliver and provide services and care in a manner which respects the individuality of service users, patients, carers etc, and as such treat them and members of the workforce respectfully, paying due regard to the 9 protected characteristics

I confirm to the best of my knowledge that the information I have provided is true, complete and accurate

I confirm that I will make sure that Equality and Public Health have been and continue to be considered throughout the project life cycle and that, if circumstances change in the project, a further Equality and Public Health Impact Assessment Screening will be carried out.

8 Application Details

Last Updated Date Time

07/05/2024 10:06:51

Screening Submitted Date Time

04/04/2024 22:40:10

Last Reopened Date Time

01/05/2024 15:41:58

Full Impact Submitted Date Time

01/05/2024 16:57:46

Approved/Rejected Date Time

07/05/2024 10:06:51

Current User Dashboard Request Status

Complete

9.0 People with access to the original screening

[Carla Kesterton \(CKesterton@worcestershire.gov.uk\)](mailto:CKesterton@worcestershire.gov.uk)

[Lisa Bedford \(LBedford@worcestershire.gov.uk\)](mailto:LBedford@worcestershire.gov.uk)

9.1 People with access to this equality and public health assessment

[Carla Kesterton \(CKesterton@worcestershire.gov.uk\)](mailto:CKesterton@worcestershire.gov.uk)

[Lisa Bedford \(LBedford@worcestershire.gov.uk\)](mailto:LBedford@worcestershire.gov.uk)

10

Direct Questions

Question:

Hi Lisa and Carla, have emailed you some feedback for consideration, please let me know any queries. Will reopen for you to edit.
Maddy

Asked by Maddy Cameron (MCameron@worcestershire.gov.uk) at 10/04/2024 12:50:57

Carla Kesterton (CKesterton@worcestershire.gov.uk), and Lisa Bedford (LBedford@worcestershire.gov.uk) have been asked this question.

Currently Unanswered

[Add Response](#)