



Cyngor Celfyddydau Cymru
Arts Council of Wales

Combined Impact Assessment for Equalities, Future Generations and Welsh Language

Name of policy, strategy, project, programme or scheme – the Proposal:	Cultural Recovery Fund for the Arts 2020/21
New version:	Yes
Update to existing version:	No
Team/ Department:	Chief Executive Unit
Person(s) undertaking the assessment:	Angela Thomas
Date of Assessment:	11 August 2020

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Introduction

The purpose of this Combined Impact Assessment (CIA) is to ensure that the policies and strategies that we develop promote the Arts Council's overall priorities. In this case this means Equalities, Welsh language, and the 7 Well-being goals of the Future Generations Act (WFGA).

The CIA contributes to effective policy making by encouraging us to think about the impact and consequences of our work. By specifically addressing these issues at the earliest planning stage, we're more likely to develop proposals that best meet Council's priorities. And if this process identifies issues or problems, we have the opportunity to take mitigating action to put things right. This helps us to meet our requirements under the Equality Act 2010, Welsh Language Measure 2011 and Well-being of Future Generations Act.

Throughout this document we use the word 'Proposal' to refer to what we are assessing. In this context, this term includes strategies, projects, policies, programmes and initiatives, including both new and any existing that are undergoing significant change/update.

Please respond to the following questions, providing appropriate levels of detail.

1. What are the main aims/purposes/outcomes of the Proposal?

This fund is designed to help organisations stay afloat during a period of acute financial pressure due to COVID-19. Ongoing restrictions on the resuming of activity caused by social distancing rules add to the uncertainty for artists and arts organisations. Helping to address these pressures is the central purpose of this fund.

There are two elements to the fund – a revenue allocation of £35.5m and a small capital allocation of £2.0m. The fund will consider support for businesses of all sizes which employ staff, including social enterprises, charitable organisations and commercial companies. Organisations who need help with the capital costs of making venues and facilities COVID-safe can apply to the separate Capital scheme for support above £2,000.

The fund will be targeted towards those who support and promote publicly accessible arts activity in Wales. Particular attention will be given to those who are experiencing significant financial pressures, including the consequences of the ending of the UK Government's Job Retention Scheme.

This fund does not support all organisation types or individuals / freelance practitioners. Support for these sectors is funded through other strands of the Culture Recovery Fund managed directly by the Welsh Government. This fund complements other COVID-19 response measures to support businesses, social enterprises and charitable organisations.

2. Who is affected by the Proposal or who is intended to benefit from the Proposal and how?

This is a fund for arts organisations based in Wales (both profit and not for profit) who have been affected by COVID-19 and who are trying to sustain themselves until they can resume publicly accessible activity in 2021 and beyond.

We're at the end of the first phase of our COVID-19 strategy. Quarters 1 and 2 of 2020/21 annual Arts Portfolio Wales (APW) funding has been paid, with the third quarter due to be paid in at the start of October.

This is primarily a rescue and recovery package, and the organisations that comprise the arts sector in Wales will be the primary beneficiaries. However, it also presents an opportunity to help deliver transformational change to the reach and impact of the arts. Organisations seeking support will be expected to demonstrate a commitment to our own Equalities Agenda and sign up to a 'Cultural Contract' to encourage new ways of working and ensure greater diversity in the management, workforce and programming of your organisation.

Long before Covid-19 struck we have reaffirmed our belief that too many people are still effectively denied the opportunity to enjoy, take part, or work in the arts. If we believe that the life enhancing experiences of the arts, of imaginative expression, are crucial for a healthy and dynamic society, then they should be available to all. If the arts in Wales are to be resilient, equal and diverse we must encourage strong, entrepreneurial leadership.

We have two priorities that underpin our strategy.

They are:

1. Promoting **Equalities** as the foundation of a clear commitment to reach more widely and deeply into all communities across Wales.
2. **Strengthening the Capability and Resilience** of the sector, enabling creative talent to thrive.

Council has also identified an action to support delivery of these two priorities:

3. **Enabling the Arts Council to work more effectively**, collaborating more imaginatively with like-minded partners across Wales.

This means building a sector that's imaginative and innovative – one that's intimately embedded within the community that it serves; one that focuses on its audience and adapts its business to withstand change, whether planned or unexpected. Our immediate task, therefore, is to ensure that what survives is a viable and vibrant nation-wide network of arts organisations.

Our development of the Cultural Recovery Fund supports these priorities and coincides with a heightened awareness of the importance of “Black Lives Matter” and “We Shall Not Be Removed”. The requirements of both will be a fundamental element in the way that the Fund is presented.

Those receiving support from this fund will be expected to sign up for the Welsh Government’s ‘Cultural Contract’.

The Welsh Government’s vision is of a Wales that is fair, prosperous and confident, improving the quality of life of its people in all of the country’s communities. The development of a ‘Cultural Contract’ is designed to encourage applicants to adopt new commitments that ensure that public investment is deployed with a social purpose.

3. Have affected parties been engaged/consulted on the Proposal?

This Fund has been developed in dialogue with the Welsh Government and complements other COVID-19 response measures offered by Welsh Government and its partners. Dialogue with the arts sector has been extensive, and a large number of meetings have been held to diagnose the immediate financial needs. A lobby of artists and arts organisations have presented their proposals for action and these have influenced the development of this Fund.

Dialogue with black, non-black people of colour and deaf/disabled people has also been an important feature of these conversations and has influenced the formulation of the Fund.

4. What is being done to limit any negative impact or promote positive impact on protected groups, Welsh language and Future Generation goals?

Please refer to Appendix 1 and 2

5. How will the Proposal help promote equality, eliminate discrimination and promote good relations?

The primary purpose of the Fund is to provide a financial lifeline that sustains organisations through until March 2021. However, in order to qualify for support, organisations must sign up to a new “Cultural Contract” as a condition of support.

This firmly promotes Equalities objectives and requires organisations that have signed up to demonstrate their future plans include:

- **Fair Work** – ensuring appropriate rates of pay and maximising opportunities to engage and support freelance workers
- **Board and workforce diversity** – to increase the involvement, throughout the organisation and in the work delivered, of Black people, non-Black people of colour, deaf and disabled people and people with other protected characteristics, including Welsh speakers
- **Retained staff helping to support wider initiatives** (for example contact tracing to support “Test, Trace, Protect”)
- **Supporting arts and health initiatives**, including social prescribing
- **Environmental sustainability** – minimising the environmental impact of its activities

Combined Impact Assessment Approved by:	Nick Capaldi, Chief Executive
Date of Approval:	12 August 2020

Appendix 1

Assessment of Impact and Strengthening

This section asks you to assess the impact of the Proposal on each of the protected groups, the Welsh language and well-being goals of the Future Generations Act. Using the information available identify the effects of this Proposal on the following groups.

Age (across the whole age spectrum)

Please indicate potential impact

Select Positive Impact, Negative impact or No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
Positive Impact	The proposal focuses primarily on the eligibility criteria of the organisations who are applying. All applicant organisations are required to demonstrate a commitment to our own Equalities Agenda and sign up to the Cultural Contract. This requires organisations to consider the diversity of their Boards, Staff and those involved in and attending the work they may deliver, across all of the protected characteristics, including age.	N/A	Organisations will be monitored in their progress against the requirements of the Cultural Contract and expected to evidence how they have achieved these measures, including over the longer term. Outcomes will be reported through our routine Equality reporting arrangements. We have particularly emphasised the Cultural Contract in the relevant section of the application form.

Select Positive Impact, Negative impact or No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
	<p>Equality considerations across all the “protected characteristics” are also specified criteria for assessment purposes for this fund. Council’s principle strand of activity for and with young people is its Creative Learning for the Arts. This is a significant joint programme financed in collaboration with the Welsh Government and does not form part of this Cultural Fund offer.</p>		

Disability

Please indicate potential impact

Select Positive Impact, Negative impact or No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
Positive Impact	<p>Guidance material for this fund will be published in EasyRead and BSL versions.</p> <p>Those receiving support from this fund will be expected to demonstrate a commitment to our own Equalities Agenda and sign up for the Welsh Government's 'Cultural Contract'. The Cultural Contract requires all organisations to demonstrate the inclusion of deaf and disabled people and support of arts and health initiatives in their future plans. Equality considerations across all the protected characteristics are also specified criteria for assessment purposes for this fund.</p>	N/A	Organisations will be monitored in their progress against the requirements of the Cultural Contract and expected to evidence how they have achieved these measures, including over the longer term. Outcomes will be reported through our routine Equality reporting arrangements.

Select Positive Impact, Negative impact or No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
Positive Impact	Additional support is available to any organisation at application stage should they have difficulty in applying to this fund on the grounds of health or disability.	N/A	This additional support is highlighted in the application process to allow applicants to request this at the initial stage of application.

Gender Reassignment

Please indicate potential impact

Select Positive Impact, Negative impact or No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
Positive Impact	All applicant organisations are required to demonstrate a commitment to our own Equalities Agenda and sign up to the Cultural Contract. This requires organisations to consider the diversity of their Boards, Staff and those involved in and attending the work they may deliver, across all of the protected characteristics, including gender reassignment. Equality considerations across all the protected characteristics are also specified criteria for assessment purposes for this fund.	N/A	Organisations will be monitored in their progress against the requirements of the Cultural Contract and expected to evidence how they have achieved these measures, including over the longer term. Outcomes will be reported through our routine Equality reporting arrangements.

Marriage and Civil Partnership

Please indicate potential impact

Select Positive Impact, Negative impact or No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
Positive Impact	All applicant organisations are required to demonstrate a commitment to our own Equalities Agenda and sign up to the Cultural Contract. This requires organisations to consider the diversity of their Boards, Staff and those involved in and attending the work they may deliver, across all of the protected characteristics, including marriage and civil partnership status. Equality considerations across all the protected characteristics are also specified criteria for assessment purposes for this fund.	N/A	Organisations will be monitored in their progress against the requirements of the Cultural Contract and expected to evidence how they have achieved these measures, including over the longer term. Outcomes will be reported through our routine Equality reporting arrangements.

Pregnancy and Maternity

Please indicate potential impact

Select Positive Impact, Negative impact or No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
Positive Impact	All applicant organisations are required to demonstrate a commitment to our own Equalities Agenda and sign up to the Cultural Contract. This requires organisations to consider the diversity of their Boards, Staff and those involved in and attending the work they may deliver, across all of the protected characteristics, including pregnancy and maternity status. Equality considerations across all the protected characteristics are also specified criteria for assessment purposes for this fund.	N/A	Organisations will be monitored in their progress against the requirements of the Cultural Contract and expected to evidence how they have achieved these measures, including over the longer term. Outcomes will be reported through our routine Equality reporting arrangements.

Race

Please indicate potential impact

Select Positive Impact, Negative impact or No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
Positive Impact	Those receiving support from this fund will be expected to demonstrate a commitment to our own Equalities Agenda and sign up for the Welsh Government's 'Cultural Contract'. The Cultural Contract requires all organisations to demonstrate Board and workforce diversity – to increase the involvement, throughout the organisation and in the work delivered, of Black people, non-Black people of colour. Equality considerations across all the protected characteristics are also specified criteria for assessment purposes for this fund.	N/A	Organisations will be monitored in their progress against the requirements of the Cultural Contract and expected to evidence how they have achieved these measures, including over the longer term. Outcomes will be reported through our routine Equality reporting arrangements.

Religion / Belief

Please indicate potential impact

Select Positive Impact, Negative impact or No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
Positive Impact	All applicant organisations are required to demonstrate a commitment to our own Equalities Agenda and sign up to the Cultural Contract. This requires organisations to consider the diversity of their Boards, Staff and those involved in and attending the work they may deliver, across all of the protected characteristics, including religion and belief. Equality considerations across all the protected characteristics are also specified criteria for assessment purposes for this fund.	N/A	Organisations will be monitored in their progress against the requirements of the Cultural Contract and expected to evidence how they have achieved these measures, including over the longer term. Outcomes will be reported through our routine Equality reporting arrangements.

Sex

Please indicate potential impact

Select Positive Impact, Negative impact or No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
Positive Impact	<p>All applicant organisations are required to demonstrate a commitment to our own Equalities Agenda and sign up to the Cultural Contract. This requires organisations to consider the diversity of their Boards, Staff and those involved in and attending the work they may deliver, across all of the protected characteristics, including sex. Equality considerations across all the protected characteristics are also specified criteria for assessment purposes for this fund.</p>	N/A	<p>Organisations will be monitored in their progress against the requirements of the Cultural Contract and expected to evidence how they have achieved these measures, including over the longer term. Outcomes will be reported through our routine Equality reporting arrangements.</p>

Sexual Orientation

Please indicate potential impact

Select Positive Impact, Negative impact or No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
Positive Impact	All applicant organisations are required to demonstrate a commitment to our own Equalities Agenda and sign up to the Cultural Contract. This requires organisations to consider the diversity of their Boards, Staff and those involved in and attending the work they may deliver, across all of the protected characteristics, including sexual orientation. Equality considerations across all the protected characteristics are also specified criteria for assessment purposes for this fund.	N/A	Organisations will be monitored in their progress against the requirements of the Cultural Contract and expected to evidence how they have achieved these measures, including over the longer term. Outcomes will be reported through our routine Equality reporting arrangements.

Culture and Welsh Language

Please indicate potential impact

Select Positive Impact, Negative impact or No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
Positive Impact	All applicant organisations are required to demonstrate a commitment to our own Equalities Agenda and sign up to the Cultural Contract. This requires organisations to consider the diversity of their Boards, Staff and those involved in and attending the work they may deliver, across all of the protected characteristics, including Welsh speakers. Welsh language and the opportunity for its promotion and use is also specified criteria for assessment purposes for this fund.	N/A	Organisations will be monitored in their progress against the requirements of the Cultural Contract and expected to evidence how they have achieved these measures, including over the longer term. Outcomes will be reported through our routine Welsh language reporting arrangements.
Positive Impact	The application process and supporting material is fully bilingual. Applicants are invited to apply in their language of choice and there will be no differential in treatment of applications based on language	N/A	All material relating the application process is published bilingually and simultaneously under our routine publication arrangements and existing published commitment to the development and promotion of

Select Positive Impact, Negative impact or No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
	<p>considerations. Correspondence relating to the application will also be in the applicant's language of choice.</p>		<p>the Welsh Language. Welsh language applications will be assessed by Welsh speaking officers wherever possible, and, in instances where this may not be possible, translation arrangements will ensure that there is no delay to the assessment of applications received in Welsh and translations are checked for accuracy prior to assessment.</p>

Community (including rurality)

Please indicate potential impact

Select Positive Impact, Negative impact or No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
Positive Impact	<p>All applicant organisations are required to demonstrate a commitment to our own Equalities Agenda and sign up to the Cultural Contract. This requires organisations to consider improving the quality of life of people in all its communities.</p> <p>Additionally, a priority for the Arts Council of Wales under its existing Reach agenda is to maximise opportunities for all people and communities to engage in the arts, irrespective of background, geography and socio economic factors.</p>	N/A	Organisations will be monitored in their progress against the requirements of the Cultural Contract and expected to evidence how they have achieved these measures, including over the longer term. Outcomes will be reported through our routine reporting arrangements.

Global (use of natural resources, fair trade/ethical employment and procurement)

Please indicate potential impact

Select Positive Impact, Negative impact or No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
Positive Impact	All applicant organisations are required to demonstrate a commitment to our own Equalities Agenda and sign up to the Cultural Contract. This requires organisations to take all possible measures to retain and, if necessary, redeploy staff, ensure appropriate rates of pay and maximise opportunities to engage and support freelance workers.	N/A	Organisations will be monitored in their progress against the requirements of the Cultural Contract and expected to evidence how they have achieved these measures, including over the longer term. Outcomes will be reported through our routine reporting arrangements.

Health

Please indicate potential impact

Select Positive Impact, Negative impact or No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
Positive Impact	<p>Guidance material for this fund will be published in EasyRead and BSL versions.</p> <p>Those receiving support from this fund will be expected to demonstrate a commitment to our own Equalities Agenda and sign up for the Welsh Government's 'Cultural Contract'. The Cultural Contract requires all organisations to demonstrate the inclusion of deaf and disabled people and support of arts and health initiatives - including social prescribing - in their future plans. Equality considerations across all the protected characteristics are also specified criteria for assessment purposes for this fund.</p>	N/A	Organisations will be monitored in their progress against the requirements of the Cultural Contract and expected to evidence how they have achieved these measures, including over the longer term. Outcomes will be reported through our routine reporting arrangements and current Arts and Health activity.

Prosperity (including sustainability , financial stability and career development/ opportunity)

Please indicate potential impact

Select Positive Impact, Negative impact or No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
Positive Impact	<p>This fund is designed to help organisations stay afloat during a period of acute financial pressure due to COVID-19. Particular attention will be given to those who are experiencing significant financial pressures, including the consequences of the ending of the UK Government’s Job Retention Scheme. The Fund makes provision for organisations to apply for support towards retention scheme for staff and retention costs of non-employees.</p> <p>All applicant organisations are required to demonstrate a commitment to our own Equalities Agenda and sign up to the Cultural Contract. This requires organisations to take all possible measures to retain and, if necessary, redeploy</p>	N/A	Organisations will be monitored in their progress against the requirements of the Cultural Contract and expected to evidence how they have achieved these measures, including over the longer term. Outcomes will be reported through our routine reporting arrangements.

Select Positive Impact, Negative impact or No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
	staff, ensure appropriate rates of pay and maximise opportunities to engage and support freelance workers.		

Resilience (natural environment including greenhouse gases and carbon footprint)

Please indicate potential impact

Select Positive Impact, Negative impact or No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
Positive Impact	<p>This fund is designed to help organisations stay afloat during a period of acute financial pressure due to COVID-19 and put in place measures that will allow them to resume their activity in consideration of social distancing measures and other current restrictions as a result of Covid-19. The Fund makes provision for organisations to apply for support towards costs that facilitate increased remote working e.g. laptops for staff.</p> <p>Those receiving support from this fund will be expected to demonstrate a commitment to our own Equalities Agenda and sign up for the Welsh Government’s ‘Cultural Contract’. The Cultural Contract requires all organisations to demonstrate resilience and how they</p>	N/A	Organisations will be monitored in their progress against the requirements of the Cultural Contract and expected to evidence how they have achieved these measures, including over the longer term. Outcomes will be reported through our routine reporting arrangements.

Select Positive Impact, Negative impact or No impact	How is this category affected and what is the evidence of this?	How could you limit the negative impact?	How can you promote positive impact?
	may minimise the environmental impact of their activities.		

Appendix 2

Actions identified through this Assessment

When you create an action you must make sure it can be delivered. You need to discuss the action with the Officer who will lead on its delivery (if it is not you). Ensure you agree the timescale, as well as how it will be resourced, delivered and monitored. This must be done before the Impact Assessment and associated proposal is approved.

Issue	Action/Task	Lead Responsibility	Timescale	Resource Implications	Comments
Application to our Cultural Recovery Fund is restricted to eligible organisations as specified in our published criteria	Consider how repurposing some of our Lottery Programmes may help support artists and arts organisations that are not eligible to apply to any element of the Welsh Government's Cultural Recovery Fund	SLT	December 2020	Sufficient available detail / collaboration on offers through other strands of the Cultural Recovery Fund and their associated targets and criteria Sufficient Lottery Income Sufficient staff resource	

Issue	Action/Task	Lead Responsibility	Timescale	Resource Implications	Comments
Monitoring of the delivery of the commitment to our own Equalities Agenda and Cultural Contract requirements by applicant organisations across the protected characteristics	Ensure mechanisms are in place to monitor, evaluate and report on progress made against these commitments by organisations in receipt of Cultural Recovery Funds	Director Arts Engagement with assistance from Director of Operations (Arts Funding) and Research	Initial evaluation and report May 2021 Follow up report May 2022	Sufficient detail evidenced and accessible in Cultural Recovery Fund Completion Reports (GMS Project) Mechanism in place for further follow up Sufficient staff resources	
Monitoring of the delivery of the commitment to our own Equalities Agenda and Cultural Contract Welsh language requirements by applicant organisations	Ensure mechanisms are in place to monitor, evaluate and report on progress made against these commitments by organisations in receipt of Cultural Recovery Funds	Director Arts Development with assistance from Director of Operations (Arts Funding) and Research	Initial evaluation and report May 2021 Follow up report May 2022	Sufficient detail evidenced and accessible in Cultural Recovery Fund Completion Reports (GMS Project) Mechanism in place for further follow up Sufficient staff resources	

Issue	Action/Task	Lead Responsibility	Timescale	Resource Implications	Comments
Monitoring of the delivery of the commitment to our own Equalities Agenda and Cultural Contract requirements by applicant organisations across the Well-being of Future Generation goals	Ensure mechanisms are in place to monitor, evaluate and report on progress made against these commitments by organisations in receipt of Cultural Recovery Funds	Director Arts Development with assistance from Director of Operations (Arts Funding) and Research	Initial evaluation and report May 2021 Follow up report May 2022	Sufficient detail evidenced and accessible in Cultural Recovery Fund Completion Reports (GMS Project) Mechanism in place for further follow up Sufficient staff resources	
Applicants who experience difficulty in accessing guidelines and application forms for disability reasons are able to request additional support	Online application process and supporting material provides for applicants to request additional support at the initial stage of application. EasyRead and BSL versions of guidance also published	Director of Finance and Business Services Head of Communications	By go live date of 17 th August 2020	Staff resource throughout application window	Link to request support included in online application form and guidance. Staff availability to be monitored to ensure sufficient resource available to respond quickly to requests throughout application window.

Issue	Action/Task	Lead Responsibility	Timescale	Resource Implications	Comments
Appropriate arrangements are in place for the provision, processing and assessment of Welsh Language applications	Online application process and supporting material fully bilingual and sufficient Welsh speaking staff available to answer queries, assess applications or translate within timeframes if necessary	Director Arts Development	By go live date of 17 th August 2020	Welsh Speaking staff resource throughout application window at assessment phase	<p>Online application process and supporting material fully bilingual.</p> <p>Staff availability to be monitored to ensure sufficient resource available to respond quickly to requests throughout application window and assess applications at assessment stage.</p>

How will these be monitored?

These will be monitored through our existing arrangements including regular routine scrutiny by the Senior Leadership Team and subsequent reporting to the Council's Sub Committees and Council itself.

How and where will this be published?

Following approval this Combined Impact Assessment will be published alongside our Cultural Recovery Fund Guidelines on our website.
