



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:	Operational Plan 2020/21
New version:	Yes/No
Update to existing version:	Yes/No
Team/ Department:	CEU
Person(s) undertaking the assessment:	Angela Thomas
Date of Assessment:	26 June 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?

Our **Operational Plan** – agreed each year by Council – describes the activities that we will undertake during the year ahead. The Plan describes our priorities for that year and therefore determines our spending as well as the allocation of staff time and other resources.

This is the second Operational Plan to be prepared since the publication of our Corporate Plan "*For the Benefit of All...*".

The actions outlined in this Operational Plan are targeted to deliver against our 3 stated priorities:

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

Our programmes of work reflect both Council's priorities and the requirements in our Remit Letter from the Welsh Government. This year, in particular, we are also

responding to the significant impact of the global COVID-19 pandemic on the Arts Sector in Wales. In each area we identify our 3 top actions – 21 in all. The key actions described in our Operational Plan are our higher-level outward-facing actions. They might need to be amended later in the year, depending on the progress of COVID-19.

Our work takes place within the context of the goals set out in the Welsh Government's [Well-being of Future Generations Act](#), and is informed by the five ways of working:

Long Term, Prevention, Integration, Collaboration, Involvement.

In addition to the Well-being of Future Generations Act, we comply with two further pieces of legislation.

The [Public Sector Equality Duty](#) sets out specific duties for the public sector to take specific action to make Wales a fairer and more equal country

The [Welsh Language \(Wales\) Measure 2011](#) establishes the principle that the Welsh and English languages should be treated equally in the conduct of public business.

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

Given the all-encompassing nature of the Corporate and Operational Plans, a wide range of individuals and organisations is potentially affected and intended to benefit. This includes artists and arts organisations, key stakeholders including local authorities and project partners and the public. We intend our objectives to be representative of Wales and the people we serve, and we are particularly focussed on reaching those from currently under-represented communities and backgrounds.

It's Council's intention that through the Plan and its spending proposals, we will meet our above stated objectives. However, we are also in the midst of an unprecedented pandemic, and where, appropriate, have acknowledged this and the - as yet - unknown impact of COVID-19. Whilst the top 3 actions described in our Operational plan are not themselves identified as promoting a negative impact on the areas considered under this impact assessment, the current repercussions of COVID-19 may. These are identified in the following tables as appropriate.

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

The Corporate and subsequent Operational Plans were informed by a process of research, engagement and consultation, initially through a programme of activity focussed through our All Wales Creative Conversation. These were both physical meeting events and online activity via survey questionnaires, engaging with over 500 attendees from a variety of backgrounds and locations, across 12 events. This

provided the basis for the preparation of our subsequent annual Operational Plans, which involved the input of staff from across our organisation. The Corporate and Operational Plans are considered by our Council and officially approved by Welsh Government.

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

Please complete the table in [Appendix 1](#).

If adjustments are identified please list in the Actions Template at [Appendix 2](#).

Our vision is of a creative Wales where the arts are central to the life and well-being of the nation.

We're ambitious for the arts in Wales. Our strategy is to build a country in which our best talents are revealed, nurtured and shared; a country in which the widest possible cross section of people in Wales is enabled to enjoy and take part in the arts; a country in which excellent work is valued and sustained.

We believe passionately that a thriving arts sector - committed to excellence, innovation and inclusion - contributes to the cultural, social, economic and environmental well-being of Wales. A country with confident and flourishing artists and arts organisations is one that it delivers well against all seven of the Well-being Goals for Wales, including Equalities and Welsh Language.

The ambitions which drive our equalities work are best described in our Corporate Plan: "For the Benefit of All" and published Strategic Equality Plan. These set out our plans for increasing the number of people enjoying and taking part in the arts, targeting those people from communities and backgrounds that the arts in Wales currently fail to fully represent.

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

The review and resulting proposals are closely aligned with our 3 over-arching priorities in our published Corporate plan – For the Benefit of All. Of these 3 priorities, the first focusses on equality considerations and the third on increased working through collaborations and partnerships.

Specific detail of how our proposals may potentially benefit or negatively impact the above across our identified key programmes of work outlined in our Operational Plan are included in Appendix 1. However, at this point it is important to highlight one programme in particular – **Widening Engagement**.

Whether attending, taking part or working in the arts as artist, employee or board member, we need to see Wales' wider population represented. Our commissioned report by 64 Million Artists explores options for progressing this work across the whole spectrum, including equality, community, language and geographical considerations. Its recommendations will be progressed under this programme through significant investment over a number of years.

We will monitor and report on the impact of our proposals on equalities considerations through our routine Equalities Monitoring arrangements.

Combined Impact Assessment Approved by:	Nick Capaldi, Chief Executive
Date of Approval:	1st July 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.

The following specific considerations are in addition to

- the potential and significant positive impact resulting from the recommendations contained within the commissioned report *64 Million Artists* under **Widening Engagement**, outlined under Q5 above.
- The potential and significant negative impact - global, national and local - resulting from the current COVID-19 pandemic

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	Our Creative Learning programme has challenged Government to place the arts at the heart of the school curriculum. One of the key programmes of work outlined in this Operational Plan is Young		We will focus on 2 key areas through this programme area: <ul style="list-style-type: none">• supporting our young people to develop their creative talents; and,

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?
	<p>People and Creative Learning to continue and progress this work.</p> <p>This programme area focusses particularly on the disadvantaged and those in danger of being ignored, i.e those who have become separated from the mainstream training and education systems.</p> <p>Additionally, Creative Pathways – another key programme of work outlined in this Plan – supports the development of careers for young people.</p> <p>In recent years Council has also been a prime supporter of creative opportunities for older people in such initiatives as the Gwanwyn Festival. We have also partnered with Age Cymru and the Baring Foundation to help ensure developments in access to arts which should have positive benefits</p>		<ul style="list-style-type: none"> fostering an environment in which that talent can be identified, inspired, nurtured and celebrated. <p>The programme will accommodate the second phase of our Creative Learning activity and also target community-based work, to ensure young people have the opportunity to benefit, irrespective of their geographical location.</p> <p>Creative Pathways provides a mechanism by which our key initiatives, funded organisations and programmes may offer opportunities - including to young people - through various support schemes including apprenticeships and placements</p> <p>We will continue our support of initiatives for older people, including those considered as part of our Arts</p>

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?
	for the elderly in social care environments.		and Health activities. Age related considerations are a key element of this work.

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>Widening Engagement - a specific programme area- aims to promote fair and equitable access to the arts for artists, audiences and participants.</p>		<p>Widening Engagement will ensure all of our Lottery Funding programmes target supporting those organisations who reach wider communities and more diverse audiences especially amongst disabled people. We will run a public campaign that promotes this.</p> <p>Prior to the COVID-19 pandemic we included specific initiatives targeted at disability considerations through our Lottery programmes, i.e.</p> <ul style="list-style-type: none"> • <i>Unlimited</i> – offering commissioning opportunities to celebrate and showcase the work of disabled artists, • <i>Creative Steps</i> - The scheme provides targeted support to arts organisations led by and

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?
			<p>developing practice around the protected characteristics, including disability</p> <ul style="list-style-type: none"> • <i>Changemakers</i> - a scheme that places disabled and BAME people in senior executive positions in the arts • <i>Ramps Cymru</i> -to achieve a step change in the employment and artistic opportunities for disabled performers and creative teams, and a cultural change in the participating organisations to enable accessibility to become a central part of their thinking and aesthetics. <p>We will revisit these and develop further widening engagement programmes, taking account of the</p>

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?
			<p>feedback we receive from communities, when we bring our Lottery programmes back on line later this year.</p> <p>Additionally, we are working to produce a simplified application process that will benefit all of our potential applicants and, with the assistance of specialist organisations including Disability Arts Cymru, accommodate any specialist support requirements an applicant may have.</p> <p>Our published guidance material is written in Cymraeg Clir/Plain English and conforms to AAA accessibility, including formatted to accommodate screen readers.</p>

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?
Negative impact	We are aware of the particular impact of COVID-19 on disabled people and artists, becoming both increasingly isolated and threatened by the Covid-19 pandemic.	We will include this consideration when we develop further widening engagement programmes, taking account of the feedback we receive from communities, when we bring our Lottery programmes back on line later this year.	

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?
No impact	Our Corporate Plan - <i>For the Benefit of All</i> – provides a clear commitment to address inequalities in provision of arts activity across Wales. Our Equal Opportunity monitoring and reporting arrangements will provide data across the Protected Characteristics of individual applicants and the targeted work of our organisations.		

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?
No impact	Our Corporate Plan - <i>For the Benefit of All</i> – provides a clear commitment to address inequalities in provision of arts activity across Wales. Our Equal Opportunity monitoring and reporting arrangements will provide data across the Protected Characteristics of individual applicants and the targeted work of our organisations.		

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?
No impact	Our Corporate Plan - <i>For the Benefit of All</i> – provides a clear commitment to address inequalities in provision of arts activity across Wales. Our Equal Opportunity monitoring and reporting arrangements will provide data across the Protected Characteristics of individual applicants and the targeted work of our organisations.		

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	Widening Engagement - a specific programme area- aims to promote fair and equitable access to the arts for artists, audiences and participants.		Widening Engagement will ensure all of our activity, including Lottery Funding programmes, target supporting those organisations who reach wider communities and more diverse audiences especially amongst BAME people. We will run a public campaign that promotes this.
Positive impact	International is another key programme of work. Our arts, our culture and our languages give Wales its unique global personality. And this unique cultural context resonates with many other minority languages and cultures and our story is relatable around the world.		International programme - We want to create a new cultural context that nurtures international understanding and tolerance through engaging with the diverse international communities in Wales. Arts Council of Wales' international strategy reflects the priorities of our Corporate Plan is designed to

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?
			support delivery of the Welsh Government’s strategy.
Negative impact	We are aware of the particular impact of COVID-19 on BAME people, who may become both increasingly isolated and threatened by the Covid-19 pandemic.	<p>We will revisit these programmes and develop further widening engagement programmes, taking account of the feedback we receive from communities, when we bring our Lottery programmes back on line later this year.</p> <p>We’re seeing an increasing number of organisations developing important programmes of international activity and will work to support this in the wake of COVID-19.</p>	

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?
No impact	Our Corporate Plan - <i>For the Benefit of All</i> – provides a clear commitment to address inequalities in provision of arts activity across Wales. Our Equal Opportunity monitoring and reporting arrangements will provide data across the Protected Characteristics of individual applicants and the targeted work of our organisations.		

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?
No impact	Our Corporate Plan - <i>For the Benefit of All</i> – provides a clear commitment to address inequalities in provision of arts activity across Wales. Our Equal Opportunity monitoring and reporting arrangements will provide data across the Protected Characteristics of individual applicants and the targeted work of our organisations.		

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?
No impact	Our Corporate Plan - For the Benefit of All – provides a clear commitment to address inequalities in provision of arts activity across Wales. Our Equal Opportunity monitoring and reporting arrangements will provide data across the Protected Characteristics of individual applicants and the targeted work of our organisations.		

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	<p>Our commitment to the promotion of the Welsh language is an integral part of our Royal Charter and evidenced through our published strategy documents including our Corporate Plan - <i>For the Benefit of All</i>.</p> <p>Our application guidance material and process for grants, jobs and procurement are available in both Welsh and English and applicants and are encouraged to apply in the language of their choice.</p> <p>We require submissions to our Newsletters and grant recipients to provide bilingual marketing material for their projects and promote and encourage the use of the Welsh language as a key priority.</p>		<p>We will continue to make Welsh language considerations a key priority under our programmes of work. These include activity under our Widening Engagement and Resilience and Sustainability, nurturing creativity through the medium of Welsh and English and undertaking Welsh language visioning and mapping activity.</p> <p>Arrangements through our revised Lottery programmes support, monitor and report on the resulting activity. Progress will be scrutinised by our Welsh Language Monitoring Group and through our routine reporting to Senior Leadership Team and Council prior to publication through our annual reporting arrangements.</p>

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?
	<p>We monitor and report on the levels of activity, including bilingually and through the medium of Welsh undertaken by those that we have funded.</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>Our research activity and data shows that there are communities throughout Wales where access to the arts, whether as a participant or audience member, is adversely affected as a result of geographical considerations. This may include factors such as location, lack of suitable facilities and access to public transport considerations.</p> <p>Additionally, some communities may be disengaged from creative activity as a result of diversity considerations</p>		<p>Whilst accessibility to the creative activity for all communities across Wales is a stated priority and an over-arching consideration across all programme areas, our Widening Engagement programme specifically addresses this goal. Through this programme we will focus on how we will reach and engage with communities across Wales, considering potential barriers they may currently encounter in experiencing the arts including those resulting from their geographical location and access to public services.</p> <p>Our International Programme specifically focuses on engaging with the diverse international communities in Wales, exploring</p>

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?
			<p>ways of giving back and enriching cultural connections.</p> <p>Community considerations are referenced in our stated top 3 actions across all of our key programmes of work.</p>

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	<p>We want to create a new cultural context that nurtures international understanding and tolerance through engaging with the diverse international communities in Wales. It is not enough for us to see international working as an opportunity to ‘exploit’, we must find ways of giving back and enriching cultural connections. Re-defining our relationship with Europe too will be important in the coming years.</p> <p>However, international activity was one of the first areas of our work to be affected by COVID-19.</p> <p>Additionally, investing in the creative work of our most talented individuals, companies and communities (at different stages in</p>		<p>Our arts, our culture and our languages give Wales its unique global personality. And this unique cultural context resonates with many other minority languages and cultures and our story is relatable around the world.</p> <p>Through primarily our International Programme we will ensure that organisations and artists that are market ready are given opportunity to showcase their work to international markets at the appropriate time and forum.</p> <p>Through our Creative Pathways Programme we want all our key initiatives, funded organisations and programmes to look to do whatever they can to provide opportunities for apprenticeships and placements.</p>

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?
	<p>their career) will continue to be a priority. Arts, the cultural sector and creative industries are one of the fastest growing economic sectors in Wales. Creativity is one of the most in demand skills from employers.</p>		<p>Where key gaps in provision are identified, we will work to integrate and collaborate with other interested parties to address them in order to prevent harm. It can't only be the privileged who can work in the sector – there must be a level playing field when it comes to employment and opportunities in our sector. We support under-represented sectors and those with protected characteristics to flourish and find work.</p>

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>Research evidences that the arts are very powerful in personal and societal health. Through project activity that we've previously supported we've been able to demonstrate that Arts and Health work is having beneficial impact across the full ranges of age, class and geography in Wales.</p> <p>As interest in the relationship between arts and health grows, it's important that we manage that growth within the arts sector carefully and see it as a business development opportunity so that our precious and limited arts funding prioritises sustaining artists and arts organisations.</p>		<p>We have a specific Arts and Health programme to progress this work.</p> <p>We are working very closely with colleagues in health bodies such as the Health Boards and we have a Memorandum of Understanding with the NHS Confederation in Wales to promote the value of creative activity in generating better health outcomes for Wales.</p> <p>We'll work with NESTA, Public Health Wales, Social Care Wales and the NHS Confederation to integrate our work with theirs and collaborate with them on developing long term sustainable solutions.</p>

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>The creation and presentation of new work is fundamental to a vibrant, living and contemporary culture. In order to create an environment of high quality arts and increase accessibility to and engagement with creativity we also need to create a supportive environment in which artists and arts organisations are more likely to prosper.</p> <p>Artists and arts organisations need to ensure that their work is relevant to as many people as possible in order to thrive. We want to help and support the arts sector to improve their businesses so that they can reach out to as many customers as possible and thereby sustain themselves better.</p>		<p>Resilience and Sustainability programme seeks to creates a supportive environment to protect, nurture and allow artists and arts organisations to prosper, particularly in consideration of the impact of COVID-19.</p> <p>Investing in the creative work of our most talented individuals, companies and communities (at different stages in their career) will continue to be a priority. Through our programmes such as Creative Pathways We will ensure that artists and arts organisations flourish and find work and audiences for their work, that they have access to affordable training to take advantage of opportunities and to sustain networks in order to</p>

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?
			share good practice and provide support.
Negative impact	<p>However, whilst we have done what we can to ensure our revised Lottery Programmes and Arts Resilience Fund, introduced in response to COVID-19, will offer the vital opportunities and protection for the arts we must acknowledge the over-arching current financial climate and the continued financial pressures we all face.</p> <p>Government is under pressure to support and restore the Welsh economy in the wake of COVID-19, and increase funding to a number of priority areas including Education, Health and public transport services. This is resulting in significant decreases in public funds for other areas. Our budgetary arrangements address this consideration in part.</p>		<p>Artists and arts organisations need to ensure that their work is relevant to as many people as possible in order to thrive. Through our Resilience and Sustainability Programme we will help and support the arts sector to improve their businesses so that they can reach out to as many customers as possible and thereby sustain themselves better.</p> <p>We have identified and allocated appropriate budgets to each of the Programme areas, ensuring that we have reached the best compromise we can between what is needed and what we can afford. We will monitor demand and spend against these budgets throughout and</p>

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?
	<p>However, there is much that is outside of our control.</p>		<p>make any necessary adjustments where we can.</p> <p>We will continue to advocate and lobby strongly for the arts and its place in our culture and everyday lives. The arts should not be something that is only accessible to those who can afford it The arts is for all to experience and enjoy.</p>

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?
Negative impact	As we strive to increase access to creative activity and creative experience for everyone – whether artists, participants or audience members or thorough our own activity in delivering the programmes - we acknowledge that a consequence of this focus is the potentially detrimental impact on our carbon footprint, including that resulting through increased travel.		<p>We already monitor our own carbon footprint considerations through our own environmental reporting and seek ways in which we may effectively reduce any negative impact on the environment. Indeed, working practices initiated through COVID-19 restrictions have evidenced just what can be achieved and saved through revised working practices and approaches.</p> <p>Through Understanding our impact and Being the Best we can be we will continue to promote the use of measures we have already introduced across our internal working practices, including use of virtual meeting room technology to minimise travel for meetings, agile working practices and use of public transport or zero carbon emission</p>

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?
			<p>transport (e.g. cycling) wherever possible.</p> <p>Additionally we will look to further develop partnership working with Size of Wales and build on the initial progress developed through our Wales in Edinburgh project, exploring ways in which we may protect and promote environmental concerns and reduce any negative impact on the environment resulting from our current practices.</p> <p>We will also evaluate practices adopted in response to COVID-19 and explore how we may take these forward and further, to help mitigate the inevitable increase we will see in our carbon footprint when the World opens once again post Covid-19.</p>

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
Disability We are aware of the particular impact of COVID-19 on disabled people and artists, becoming both increasingly isolated and threatened by the Covid-19 pandemic	We will include this consideration when we develop further widening engagement programmes, taking account of the feedback we receive from communities, when we bring our Lottery programmes back on line later this year.	Director of Operations (Arts Funding) / Director Arts Engagement	Prior to launch of each programme and associated guidance (Oct 2020-April 2021) Consult August – Nov 2020	Sufficient provision of appropriate specialists to meet potential requirements.	

Issue	Action/Task	Lead Responsibility	Timescale	Resource Implications	Comments
<p>Race We are aware of the particular impact of COVID-19 on BAME people, who may become both increasingly isolated and threatened by the Covid-19 pandemic.</p>	<p>We will revisit these programmes and develop further widening engagement programmes, taking account of the feedback we receive from communities, when we bring our Lottery programmes back on line later this year.</p>	<p>Director Arts Engagement</p>	<p>Consult by Nov 2020</p>	<p>Sufficient provision of appropriate specialists to meet potential requirements</p>	
	<p>We're seeing an increasing number of organisations developing important programmes of international activity and will work to support this in the wake of COVID-19.</p>	<p>Director of Operations (Arts Funding)</p>	<p>Ongoing throughout the year</p>		

Issue	Action/Task	Lead Responsibility	Timescale	Resource Implications	Comments
Prosperity The over-arching current financial climate and competing Government priorities and how this may impact arts and creativity, particularly in the wake of COVID-19	We will monitor demand and spend against allocated budgets for each of Lottery Programmes throughout and make any necessary adjustments.	Director of Operations (Arts Funding) / Director Finance and Business Services	Ongoing	Sufficient budget available to meet demand	
	We will continue to advocate and lobby strongly for the arts and its place in our culture and everyday lives.	SLT/Council		Opportunity for lobbying/advocacy activity	
Resilience As we strive to increase access to creative activity and creative experience for everyone the detrimental impact on our carbon footprint, including that resulting	Continued monitoring of existing carbon footprint. Further explore possibility of continuing versions of current working practices implemented in	Director Arts Development / Director Arts Engagement	Ongoing		

Issue	Action/Task	Lead Responsibility	Timescale	Resource Implications	Comments
through increased travel.	<p>response to COVID-19 and Agile Working Policy.</p> <p>Further engagement with Size of Wales and similar organisations to explore good practice.</p>				

How will these be monitored?

Through review for progress at monthly SLT meetings as part of Management Information review

How and where will this be published?

Via our website. The final CIA will be published alongside our Operational plan 2020-21