

Leading for Better Outcomes Community Impact Assessments

Community Impact assessments (CIAs) should be used whenever there is a policy or service change. The template will enable staff to record how they have taken account of the following essential areas within proposals;

- Strategic Priorities
- Equality considerations (Public Sector Equality Duty)
- Health considerations
- Rural considerations
- Climate considerations

The Equalities section is intended to demonstrate how the Public Sector Equality Duty (PSED), has been taken account of on proposals. The PSED is a legal requirement.

Please note the **light blue text** are guidance notes and therefore should be typed over and or deleted accordingly. These are prompts to help you, although you can include any other relevant information.

<p>Name of proposal:</p> <p>Future Operating Model for Staffordshire's Arts Service</p>
<p>State here which of the County Council priorities the proposal will deliver against</p> <ul style="list-style-type: none"> • Be healthier and more independent • Feel safer, happier and more supported in and by their community
<p>Project lead: (s)</p> <ul style="list-style-type: none"> • Janene Cox • Catherine Mann
<p>Names of other officers involved</p>
<p>Date: 11 August 2016</p>
<p>Executive summary of the assessment</p> <p>Arts and culture enrich our lives. Taking part in and experiencing cultural activities and events can bring communities together and play a positive role in achieving a thriving & prosperous Staffordshire.</p> <p>Access to arts enables human connection, social interaction and activity that combats isolation and promotes a sense of well-being. Staffordshire Arts enable this through access to community led arts activity which will continue to be supported by</p>

the Arts Service.

The remodelled arts offer will ensure that high quality community arts provision is available to all people across the county, increasing opportunities for people to take part in, contribute to and experience the arts in Staffordshire.

There is a potential adverse implication of the proposal if the MSE offer is relocated or discontinued. This could impact on children and people with disabilities who use the MSE room. Alternative options for the MSE room are currently being explored.

However the County Council already provides alternative access to multi-sensory facilities in the following children's centres: Newcastle, Staffordshire Moorlands, Leyfields, Tamworth and Cannock. These are used by Children's Centre users and SEND children, young people and adults. There are also approximately 10 sensory suitcases, which include a range of sensory play equipment that can be hired from Children's Centres for use at people's homes.

Signature

Catherine Mann, Libraries & Arts Manager

Preparing the Executive summary

Equality analysis

1. Describe in summary the aims, objectives and purpose of the proposal, including desired outcomes.

Background

The Great Hall within the Shire Hall building is currently occupied by Staffordshire County Council's Arts Service and Wolverhampton University.

The rear of the building, formerly occupied by Stafford Library, has been vacant since September 2015 - with the exception of the Multi-Sensory Environment Room which is located at the side of the building and is managed by the Arts Service.

There is currently a cumulative MTFs saving of £218,000 predicated on the County Council vacating the Shire Hall which was agreed by Full Council in 2014.

At present £56,000 efficiency savings have been identified within the 2016/17 Arts budget. However in year, there is currently a £62,000 MTFs shortfall from the Arts budget and £100,000 from the Strategic Property budget.

To enable the Arts Service to deliver a minimum of £62,000 to achieve their full MTFs saving of £118,000 in 2017/18 it is proposed that the Arts Service is re-defined to focus on community arts provision and vacates the Shire Hall.

Alongside this Strategic Property will explore developing the Shire Hall building as multi-purpose space.

The Arts Service

Staffordshire County Council's Arts Service current offer includes the following:

- The Shire Hall Gallery
 - Shire Hall Gallery Team (4.75 FTE)
 - Exhibitions, events & activities programme
 - Craft shop
 - Multisensory room (MSE room)
 - Accredited museum - courtroom & cells

- Arts Development
 - Arts Development Team (2 FTE)
 - £20,000 Community Arts Grants
 - £10,000 Arts Development Grants
 - £40,000 Service Level Agreement with the New Vic Theatre

Current Position

The Crown Court vacated the Shire Hall in 1991 and the Arts Service has occupied the Shire Hall Gallery since 1993.

2015/16 visits to the Shire Hall

Total Visits to Shire Hall Gallery	76,862
Total Virtual Visits	26,658
Number of visits to the MSE room	3,032

The visits to the Shire Hall Gallery have reduced by 28% since the Library relocated to Staffordshire Place in September 2015. Visits to the MSE room since September have remained more static with a visitor reduction of 4%.

This is illustrated by the January-June figures below. The MSE room was closed during September/October 2016 and therefore a direct comparison with September/October 2015 is not available.

Total Visits to Shire Hall Gallery	Jan-15	Feb-15	Mar-15	Apr-15	May-15	Jun-15	Total
	7,358	8,169	7,569	7,135	7,525	7,552	45,308
	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Total
	4,622	5,155	4,996	5,723	4,772	7,306	32,574
						+/- %	-28%

Number of visits To the MSE room	Jan-15	Feb-15	Mar-15	Apr-15	May-15	Jun-15	Total
	331	492	300	308	282	364	2,077
	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Total
	287	554	326	330	247	244	1,988
						+/- %	-4%

Future Operating Model for Staffordshire's Arts Service

In re-defining the Arts Offer we propose to:

- Focus on community arts provision, retaining Arts Development, Exhibitions and Community Arts officer posts to enable us to deliver the offer in communities
- Deliver County-wide 'Pop up' Service - utilising new and existing venues (SCC, Districts & Boroughs) to widen the offer across Staffordshire
- Cease to deliver an annual exhibition programme in the Shire Hall
- Discontinue the craft shop & museum
- Explore re-providing the multi-sensory room

2. Who are the main people that will be affected?

The main groups of people that could be affected by the proposal are gallery staff, gallery visitors, gallery Friends, MSE users, artists, arts groups, makers & exhibitors.

In 2015/16 there were 76,862 visitors to the gallery, 176 people were members of the Friend's Discount Scheme and 3,032 people visited the MSE room.

The gallery currently has 4.75 FTE members of staff and 9 volunteers who provided over 766 volunteer hours in 2015/16.

The following arts groups use space in the gallery to facilitate arts activities:

- Social Hub - A face-to-face social support network, deliver a Craft Club and Coffee morning
- Weekly Craft Club
- Creative Health CIC – This Way Up programme, run regular art sessions
- Unseen Cinema – Cinema Screenings in Court 1

During 2015/16, 8 exhibitions were curated, contracting with 175 artists. This includes approximately:

- 62 Staffordshire People who exhibited at Open Art
- 15 makers who sold work at the Christmas Craft Show
- 50 photographers whose work was included in the Royal Photographic Society's annual show

3. Who is currently using the Arts service?

Staffordshire Libraries & Arts Service carries out a Visitor Survey twice a year.

Between April & June 2016 100% of the people surveyed rated their visit to the Gallery as excellent or good.

Overall, visits to the Gallery have declined by 35% in the last 3 years.

Indicator / Description		2015-16	2014-15	2013-14	+/- %
Number of visits to the Shire Hall Gallery					
1	The number of pupils visiting the gallery in organised groups	64	162	330	-81%
2	Attendance at presentations / talks organised / given by arts staff	182	257	132	38%
3	Attendance at other outreach events (workshops)	444	367	353	26%
4	All other visits to Shire Hall Gallery	76,172	105,728	117,345	-35%
Total Visits to Shire Hall Gallery		76,862	106,514	118,160	-35%

During 2015/16

- The total number of visits to the Shire Hall Gallery was 76,862.
- The total number of visits to the Multi-Sensory Room (MSE room) was 3032. The MSE room was closed during September/October 2015 to enable building work to take place. Visits to the MSE room have remained almost static since the library relocated to Staffordshire Place in September 2015 and the MSE room reopened however visits are significantly lower than 2013-14 when 5,482 people used the room.
- A minimum of 20,198 people, benefited from a community arts grant. There are further reports due to be submitted, which could take this total to approximately 30,000 people.
- 136,524 people engaged with Staffordshire's Arts Development managed & funded arts activities/facilities. This includes the 109,787 New Vic attendances and 13,024 participants & 4,422 Live & Local participants.
- There were 34 County Council funded Arts Projects with a low take up in several Districts:

SCC Arts Funded Projects	District
11	Stafford
2	South Staffs
2	East Staffs
	Tamworth
8	Lichfield
4	Cannock
4	Newcastle U Lyme
3	Staffs Moorlands
34	Projects in total

Age

There is limited data available in relation age. Information is collected for class visits to the gallery (figure 1) and visits to the MSE room (figures 2 & 3):

Figure 1

Indicator / Description	2015-16	2014-15	2013-14	+/- %
The number of pupils visiting the gallery in organised groups	64	162	330	-81%

Figure 1 shows a decrease of 81% in pupils visiting the gallery in organised groups since 2013-14.

Figure 2

Number of visits to the MSE room				
	Total	0-15	16-24	Disability
2015-16	3,032	1,330	-	221
2014-15	4,535	1,920	8	424
2013-14	5,482	2,413	-	433

Figure 2 shows that a high proportion of people who use the MSE room are under 16.

Figure 3

2015-2016	0-15 yrs	Disabled	Adult	Total
Visits to the MSE room	1,330	221	1481	3032
No. of unique users	1111	140	1190	2441

Figure 3 shows the number of unique users who used the MSE room during 2015-2016 in relation to the number of visits.

Ethnicity

This data is not collected in relation to the Arts Service

Gender

This data is not collected in relation to the Arts Service.

Disability

There is limited data available and it is in relation to the MSE room only:

Number of visits to the MSE room from people with a disability	
2015-16	221
2014-15	424
2013-14	433

As part of this proposal, the MSE room will no longer be located in the Shire Hall and managed by the Arts Service. We are currently talking to other organisations to identify an alternative venue and provider of this service.

There will be a negative Community Impact of ceasing to provide the Multisensory room in Stafford if this is relocated to another part of the county.

However the County Council already provides alternative access to multi-sensory facilities in the following children's centres: Newcastle, Staffordshire Moorlands, Leyfields, Tamworth and Cannock. These are used by Children's Centre users and SEND children, young people and adults. There are also approximately 10 sensory suitcases, which include a range of sensory play equipment that can be hired from Children's Centres for use at people's homes.

If this proposal is agreed there will be increased opportunities for people across the county to engage with community arts provision through the continued administration of Community Arts and Arts Development Grants, Arts Development Projects and "pop-up" Community Exhibitions.

In particular South Staffordshire, East Staffordshire, Tamworth & Staffordshire Moorlands communities will be targeted to ensure increased engagement with the remodelled arts offer that will be less Stafford centric.

4. Will the proposal have an impact on staff?

Yes

5. If yes, please summarise, what this means for the workforce?

In August 2016 the Arts Service has 6.75 FTE members of staff and 8 individual post holders

Staffing	FTE	Posts	Post-holders
Arts Development	2	2	2
Exhibitions	1	1	1
Gallery Front of House	2.75	5	4
Craft Shop	1	3	3
TOTAL	6.75	11	10 (2 post holders have more than one role)

Characteristics of the Arts Team can be broken down as follows:

Figure 4

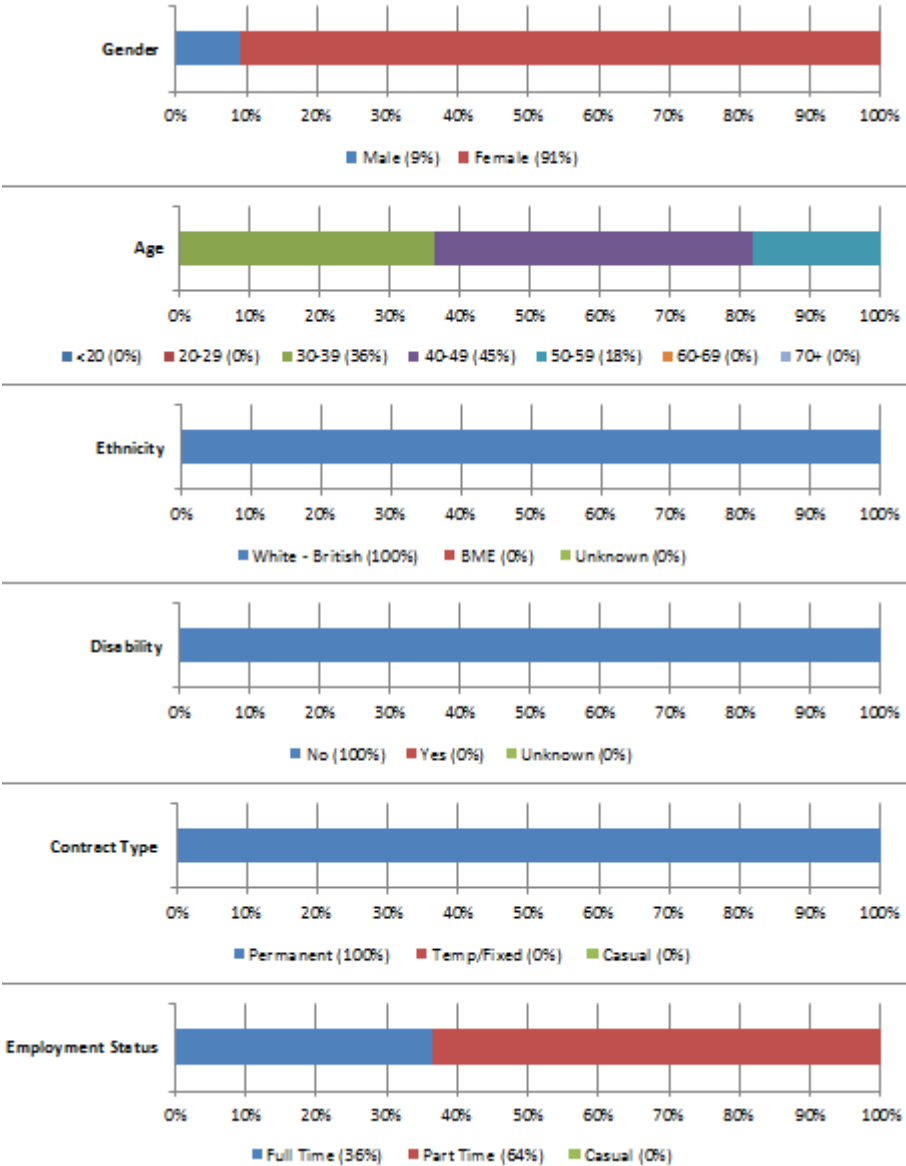


Figure 4 shows that 91% of the arts team are female and 63% are over 40 indicating that the proposals could have an impact on particular protected groups within the workforce.

It is anticipated that by vacating the gallery that the number of staff required to deliver the Arts Service may be reduced by 3.75 FTE. These proposals would therefore be subject to full consultation with affected staff and their Trade Union representatives.

Staff affected by these changes will be kept informed of proposals and fully supported during the change period by managers and the OD service.

During 2015/16 the Gallery was supported by 9 volunteers.

There will continue to be a range of volunteering opportunities for volunteers across the county to support and enhance the arts offer; however these opportunities would not all be Stafford based.

Equality Considerations Public Sector Equality Duty

6. The Public Sector Equality Duty (PSED), requires public authorities to pay “due regard” to; eliminate discrimination; advance equality of opportunity; foster good relations between people.

Could the proposal impact on protected groups (complete table below)

Protected groups/characteristics	Is there any potential for positive or negative impact	Could the proposal create better opportunities or minimise disadvantage?	Please detail what measures or changes will be put in place to mitigate adverse implications
Race	Not able to be assessed	N/A	No adverse implications have been identified
Disability	Yes	Yes	<p>The potential adverse implication of the proposal is the relocation or discontinuation of the MSE room.</p> <p>Alternative options for the MSE room are currently being explored.</p> <p>Alternative MSE provision at 4 County Council Children’s Centres will be widely promoted.</p> <p>A community focussed arts offer will potentially enable wider access to the arts within communities to minimise disadvantage.</p>
Gender	None assessed	N/A	No adverse implications have been identified.
Age	Yes	Yes	<p>The potential adverse implication of the proposal is the relocation or discontinuation of the MSE room.</p> <p>Alternative options for the MSE room are currently being explored.</p> <p>Alternative MSE provision</p>

			at 4 County Council Children's Centres will be widely promoted. A community focussed arts offer will potentially enable wider access to the arts within communities to minimise disadvantage.
Religion/belief	None assessed	N/A	No adverse implications have been identified.
Gender reassignment	None assessed	N/A	No adverse implications have been identified.
Sexual orientation	None assessed	N/A	No adverse implications have been identified.
Pregnancy/maternity?	Yes	Yes	The potential adverse implication of the proposal is the relocation or discontinuation of the MSE room. Alternative options for the MSE room are currently being explored. Alternative MSE provision at 4 County Council Children's Centres will be widely promoted. A community focussed arts offer will potentially enable wider access to the arts within communities to minimise disadvantage.
Impact on staff	Yes	No	The proposal will be subject to full consultation with affected staff and their Trade Union Representatives.

7. Are there any gaps in your evidence or conclusions that make it difficult for you to quantify potential adverse impact?

We collect limited data on protected groups (see figure 3 – age and disability) and do not have a breakdown of use or visits by race or gender.

There is a potential adverse impact of ceasing to provide the Multisensory room in Stafford if this is relocated to another part of the county, however as described on page 7 the County Council does provide access to multi-sensory facilities for Children's Centre users, SEND children, young people and adults at 4 Children's Centres across the county.

8. If so, please explain how you will explore the proposal in greater depth

Strategic Property are currently identifying the cost of re locating the Multisensory room to an alternative venue within Stafford and various options are being explored.

There will be a cultural impact of ceasing to offer permanent exhibition space in Stafford town centre if the Arts Service vacates the Shire Hall which will be mitigated through the provision of a wider community focussed arts offer. Conversations with stakeholders and communities will be held to help to shape this offer.

The relationship with artists, makers and community organisations that currently exhibit in or use the Shire Hall will need to be managed carefully. Exhibitions have not been programmed from April 2017 to reduce the risk of cancelling contracts with exhibitors which has a financial implication. If the proposal is agreed, all exhibitors will be contacted directly by the Arts Service to ensure they are fully aware of the future operating model for Staffordshire's Arts Service

9. Please provide details of all consultation undertaken specific to the proposal you are making, either prior to the CIA or as part of it and the results of this.

When the original proposal to vacate the gallery was included in the 2015/16 MTFS a petition to "Save Stafford Shire Hall" was launched with the following wording: "we the undersigned petition the county council to reconsider and reverse the proposals to remove the library, gallery and other facilities from the Shire Hall and sell the building."

A 1,960 paper signature was presented at Full Council on 13 February 2014 by Councillor Maureen Compton. An additional 955 signature e-petition was received, giving a total of 2,915 signatures. The petition was discussed by the Prosperous Staffordshire Select Committee (PSSC) on 7 March 2014 under the Council's Petition Scheme.

The signatures represent only 2.5% of our annual visitors and 0.3% of the population of Staffordshire

10. Consultation with customers & stakeholders

We invite continual feedback via comments books in the Gallery and a comments wall in the MSE Room. Feedback is also gathered face to face. Specific targeted exhibition consultation is carried out when required or in line with funding requirements. Ongoing informal consultation will continue to enable the service to develop a community arts focussed offer that is relevant to communities.

We will engage stakeholders in relation to identifying an alternative location for the MSE room but there are no plans to conduct formal public consultation about the proposal.

11. Consultation with staff

Staff will be briefed informally during the week beginning September 5th 2016.

The proposal will be discussed at the Trade Union Consultative Forum on 6th September 2016.

If these proposals are approved then they will be subject to full consultation with affected staff and their trade Union representatives.

We will ensure that the member of staff on maternity leave is also included as part of the briefing process.

12. Making a decision

The following are key dates for decisions to be made regarding the future operating model for Staffordshire's Arts Service:

13th February 2014 – Full Council: The re-provision of the Arts offer, predicated on vacating the Shire Hall Gallery, was agreed subject to agreement by Cabinet and an agreed purchaser for the building.

13th September 2016 – Prosperous Staffordshire Select Committee: Comments will be reported to Cabinet at their meeting on 21st September for them to take into account as part of the decision making process.

21st September 2016 – Cabinet Meeting: Decision to be made on the future operating model for Staffordshire's Arts Service, including the Arts Service vacating the Shire Hall.

There are no plans currently to sell the Shire Hall, Strategic Property are investigating alternative proposals for how the space in the building can be used so that it is brought back into beneficial use and generates a revenue stream for the Council to offset the £100,000 pooled property MTFS saving.

Entrust will be commissioned to undertake a feasibility study to identify likely cost implications of re-purposing the building which will be used to inform an outline business case.

Wolverhampton University have recently indicated that they no longer wish to occupy any part of the Shire Hall and there is a possibility that Wolverhampton University may have vacated the building prior to the completion of the business cases.

At this stage the University have yet to serve notice terminating the licence agreement. If this transpires then it may be necessary to have some security measures put in place to keep the building secured.

There is significant reputational risk of vacating an historic Grade 2* listed building in the centre of Stafford when flagship stores are relocating into the new town centre development.

Options will be explored to identify an alternative location for the MSE room however a suitable alternative has not yet been identified.

13. Actions

We will pay due regard to our Public Sector Equality Duty and ensure that as we develop the future operating model for Staffordshire's Arts Service, the needs of protected groups will be considered.

In particular we will endeavour to secure an alternative location for the MSE room to mitigate the impact on regular users of this facility.

Reshaping the arts offer to give an increased community focus should widen access to arts provision for protected groups.

If the proposals are agreed then there will be full consultation with affected staff and their trade Union representatives.

The timescales should the proposal be agreed are as follows:

Explore options for MSE room	From September 2016
Stakeholder engagement/communication	From September 2016
Formal staff consultation	October 2016
Notice issued to staff	December 2016
Arts Service vacate Gallery/Great Hall	March 2017
New operating model implemented	April 2017

A detailed action plan will be developed to ensure effective implementation of a realigned model for Staffordshire's Arts Service. The actions within the plan will be monitored by Staffordshire's Library & Arts Manager.

14. Monitoring and review

If the proposal is agreed then work will be undertaken to monitor the development of the wider arts offer which will be reviewed on an ongoing basis to ensure that we continue to deliver a high quality arts service for Staffordshire residents.

Note:

- If the proposal you are undertaking involves procurement, you will need to address the Social Value Act 2012. Information about the Act is on the Equalities pages.
- In meeting the Public Sector Equality Duty, the template on its own, will not stand up to public challenge or a judicial review. Therefore, it is important to bring the findings of the analysis to the attention of Cabinet to enable them to make an informed decision.

See Community Impact Assessment Frequently Asked Questions for further information.

Key contacts for queries:

Wendy Tompson

Corporate Engagement and Consultation Manager

Health considerations

1. Active Staffordshire

How does the proposal impact on the people of Staffordshire getting more physically active?"

Please outline here;

2. In relation to other areas of health, please complete the assessment below in relation to the proposal

Determinant of Health	Impact, is this +ve, -ve or neutral?	Comments
Poverty & Income	Potentially Positive	The proposal offers potential wider access to the arts offer within communities to minimise disadvantage.
Affordable Housing	Neutral	
Mental health & well being	Potentially Positive	<p>Access to arts enables human connection, social interaction and activity that combats isolation and promotes a sense of well-being. This includes access to community led arts activity which will continue to be supported by the Arts Service.</p> <p>The remodelled arts offer will promote the role of arts and well-being by placing Staffordshire's communities at the centre of our partnerships.</p> <p>Relocating or ceasing to provide a Multi-Sensory Environment could impact on some users of the current service. This impact will be mitigated through working with individuals and groups to involve them in the re provision of the MSE offer and alternative MSE</p>

		provision at 4 County Council Children's Centres will be promoted.
Community safety	Potentially Positive	<p>Access to arts enables people to feel connected with their community.</p> <p>Working locally with residents, communities and partners to develop a community focussed arts offer could enable Staffordshire County Council to meet local needs more effectively.</p>
Education and attainment	Potentially Positive	<p>Class visits to the gallery have decreased by 81% since 2013-14.</p> <p>Involving communities across Staffordshire in arts activities will result in a wider community focussed arts offer that will broaden opportunities to participate in learning/education/arts and enable people to experience wider cultural activity.</p>
Work environment	Neutral	
Leisure/culture	Potentially Positive	<p>The current arts offer is predominantly Stafford based.</p> <p>Involving communities across Staffordshire in arts activities will result in a wider community focussed arts offer that will broaden opportunities to participate in learning/education/arts and enable people to experience wider cultural activity.</p>
Accidents	Neutral	
Social exclusion	Potentially Positive	Involving communities across Staffordshire in arts activities will result in a wider community focussed arts offer that

		will broaden opportunities to participate in learning/education/arts and enable people to experience wider cultural activity.
Community development	Potentially Positive	Involving communities across Staffordshire in arts activities will result in a wider community focussed arts offer that will broaden opportunities to participate in learning/education/arts and enable people to experience wider cultural activity.
Health & social service provision	Neutral	
Built environment	Potentially Negative	<p>If the proposal is accepted the Arts Service will be vacating the Shire Hall at the same time that flagship stores are relocating from the High St into the new development. This could have an economic impact on the town centre in terms of potential reduced footfall.</p> <p>Wolverhampton University may also vacate the Shire Hall at the same time as the Arts Service.</p> <p>While Strategic Property will investigate alternative proposals for how the space in the Shire hall can be used so that it is brought back into beneficial use – it is possible that the Shire Hall will be empty for a period of time which will necessitate security measures to keep the building secured. There will be a cost implication</p>

		associated with this.
Accessibility	Potentially Positive	Involving communities across Staffordshire in arts activities will result in a wider community focussed arts offer that will broaden opportunities to participate in learning/education/arts and enable people to experience wider cultural activity.
Diet / healthy eating	Neutral	
Alcohol	Neutral	
Smoking	Neutral	
Drugs	Neutral	
Sexual health	Neutral	

Key contact for queries:
 Marc Neeld, Health Development Officer
 Staffordshire Public Health
marc.neeld@staffordshire.gov.uk

Rural considerations:

Use the checklist to consider how your proposal might impact on the countryside and people living and working within it. Where there is uncertainty or a potentially different (worse) impact in a rural area, you should investigate this further and where appropriate, identify measures to minimise the impact.

Rural considerations: Consider if the proposal will have a +ve or –ve effect on:	Impact +ve,-ve, none	Comments
Existing services for rural communities	Potentially Positive	There is currently a low take up of Community Arts Grants in Staffordshire Moorlands, East Staffordshire & South Staffordshire. Involving communities across Staffordshire in arts activities will result in a wider community focussed arts offer that will broaden opportunities to participate in learning/education/arts and enable people to experience wider cultural activity.
Cost of delivering proposal in rural areas	Potentially Positive	The following has been costed in the budget: <ul style="list-style-type: none"> • £20,000 Community Arts Grants • £10,000 Arts Development Grants • £14,000 Exhibitions Expenditure
Travel needs or the cost of travel for rural communities	Potentially Positive	A wider community focussed arts offer will broaden opportunities to participate in learning/education/arts and enable people to experience wider cultural activity within their community.
Existing infrastructure i.e. broadband ICT, main roads, utilities	None	N/A
Land based industries	None	N/A
Rural businesses i.e. SME's	Potentially Negative	There could be an impact on Staffordshire Makers who will no longer have the opportunity to sell their work at the Shire Hall Gallery
Employment in rural areas	Potentially Positive	A wider community focussed arts offer will broaden opportunities to employ community based artists to support project activity within their community.
Landscape or areas that have been protected because of their heritage quality or rich biodiversity	None	N/A

Key contact for queries:

Hilary Foxley, Rural Development Officer hilary.foxley@staffordshire.gov.uk

Climate change implications

All significant policies, services and project should be assessed for their significance with respect to climate change. To make this as simple as possible you are asked to assess your proposal by its impact on the key drivers of carbon emission within the council.

Will your proposal result in an increase or decrease in;

	Question	Answer
1	Business mileage by officer or;	Potential increase due to Exhibitions post & touring exhibitions travelling across the county
2	Mileage of our badged fleet or;	None
3	Mileage under contract (e.g. taxis) or:	None
4	Fuel use in our building or other infrastructure (e.g. street lighting) or;	Potential decrease subject to future use of the Shire Hall
5	Fuel use in the building or on the sites of private sector contractors delivering a service on our behalf or;	Potential Increase subject to relocation of the MSE room and venues identified for touring exhibitions
6	Waste generated in the workplace	Decrease
7.	Other	None

Publication

All CIAs need to be published (placed on SCC Webpages for public viewing) and will be available for public viewing with cabinet reports.

Please return completed copy of the CIA to wendy.tompson@staffordshire.gov.uk

Once you have a completed your CIA you will need to complete this précis for all Cabinet reports and Cabinet Member Delegated Decisions.

Name of Policy/Project/Proposal: Future Operating Model for Staffordshire's Arts Service
Responsible officer: Catherine Mann
Commencement date & expected duration: From 1 April 2017

	Impact Assessment	
	+ve/neutral/ -ve	Further information degree of impact and signpost to where implications reflected within the report / main assessment
Impact on access to more good jobs and increased economic growth	Neutral	Arts and culture enrich our lives. Taking part in and experiencing cultural activities and events can bring communities together and play a positive role in achieving a thriving & prosperous Staffordshire. Staffordshire Arts will continue to work with local artists and arts organisations to deliver a quality experience and widen participation in arts and culture within communities.
Supporting healthier living and independence	Positive/ Potentially Negative	Access to arts enables human connection, social interaction and activity that combats isolation and promotes a sense of well-being. This includes access to community led arts activity which will continue to be supported by the Arts Service. The remodelled arts offer will promote the role of arts and well-being by placing Staffordshire's communities at the centre of our partnerships. Relocating or ceasing to provide a Multi-Sensory Environment could impact on some users of the current service. This impact will be mitigated through working with individuals and groups to involve them in the re provision of the MSE offer and wider promotion of alternative MSE provision across the county.
Impact on feeling safer, happier and more supported in and by the community	Positive	The provision of a strong cultural offer can enrich the quality of life in addition to strengthening and

		<p>defining the image and identity of communities.</p> <p>The remodelled arts offer will ensure that high quality arts provision is available across the county, increasing opportunities for people to take part in, contribute to and experience the arts.</p>
Maximising the opportunities for a good quality physical environment	Positive	The provision of a strong cultural offer can enrich the quality of life in addition to strengthening and defining the image and identity of communities.
Maximising the use of community property portfolio	Positive	We will work with partners to identify appropriate venues to hold arts activities and community focussed exhibitions.
Addressing issues affecting rural areas?	Positive	A wider community focussed arts offer will broaden opportunities to participate in learning/education/arts and enable people to experience wider cultural activity within their community.
Equalities impact		
Age	Potentially negative	<p>Arts and culture enrich our lives. Taking part in and experiencing cultural activities and events can bring communities together and play a positive role in achieving a thriving & prosperous Staffordshire.</p> <p>Access to arts enables human connection, social interaction and activity that combats isolation and promotes a sense of well-being. Staffordshire Arts enable this through access to community led arts activity which will continue to be supported by the Arts Service.</p> <p>The remodelled arts offer will ensure that high quality arts provision is available to all people across the county, increasing opportunities for people to take part in, contribute to and experience the arts in Staffordshire.</p> <p>There is however a potential adverse implication of the proposal if the MSE offer is relocated or discontinued. This could impact on children and</p>
Disability	Potentially negative	
Ethnicity	Neutral	
Gender	Neutral	
Religion/Belief	Neutral	
Sexuality	Neutral	
Gender-reassignment	Neutral	
Pregnancy/maternity	Potentially negative	

		people with disabilities who use the MSE room. Alternative options for the MSE room are currently being explored and alternative MSE provision at 4 County Council Children's Centres will be promoted
Resource and Value for money	<p>It is anticipated that the proposal will result in deleting 3.75 FTE which will give staff savings of £86,153 (including on costs). The cost of redundancies will be in the region of £97,788.92</p> <p>There will be some income (in the region of £5,000) from pop up exhibitions but with a projected loss of £13,900 exhibitions income and £56,480 craft shop income overall the net savings for the Arts Service is estimated to be around £62,000 per annum (this does not include the cost of redundancies or redundancy loan).</p>	
Risks identified and mitigation offered	<p>If the MSE offer is relocated or discontinued. This could have an adverse impact on children and people with disabilities who use the MSE room. Alternative options for the MSE room are currently being explored and alternative MSE provision at 4 County Council Children's Centres will be promoted.</p>	
Legal imperative to change/implications (including the Social Value Act 2012)	None	

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