

Equalities Impact Assessment (EqIA)

EqIAs make services better for everyone and support value for money by getting services right first time.

EqIAs enable us to consider all the information about a service, policy or strategy from an equalities perspective and then create an action plan to get the best outcomes for service users and staff¹. They analyse how all our work as a council might impact differently on different groups protected from discrimination by the Equality Act 2010². They help us make good decisions and evidence how we have reached them.³

An EqIA needs to be started as a project starts to identify and consider possible differential impacts on people and their lives, inform project planning and, where appropriate, identify mitigating actions. A full EqIA must be completed before any decisions are made or policy agreed so that the EqIA informs that decision or policy. It is also a live document; you should review and update it along with your project plan throughout.

You should first consider whether you need to complete this full EqIA⁴.

Other key points to note:

- Full guidance notes to help you are embedded in this form – see the End Notes or hover the mouse over the numbered notes.
- Please share your EqIA with your Equalities Champion and the final/updated version at the end of the project.
- Major EqIAs should be reviewed by the relevant Head of Service.
- Examples of completed EqIAs can be found on the Equalities Hub

1. Responsibility for the EqIA

Title of proposal ⁵	The Culture Strategy
Name and job title of completing officer	Scott Milne – Strategy Officer
Head of service area responsible	Hal Khanom
Equalities Champion supporting the EqIA	Rosie Evangelou
Performance Management rep	N/A
HR rep (for employment related issues)	N/A
Representative (s) from external stakeholders	

2. Description of proposal

Is this a: (Please tick all that apply)	
New strategy	
Budget Saving <input type="checkbox"/>	Other <input type="checkbox"/>
If budget saving please specify value below:	If other please specify below:
<p>Barnet’s five-year culture strategy is dedicated to celebrating, supporting, and enhancing our borough’s creative and cultural sector. Developed in collaboration with our local community, this strategy seeks to build on the cultural assets, opportunities and activities in the borough. It will create a step change in what is offered, strengthening the borough’s identity as a cultural destination. Our aim is to further develop Barnet as a place with a diverse, accessible, and enriching cultural offer for residents and visitors to enjoy for many years to come.</p>	

The strategy has six key priorities:

Involvement	Increasing participation in Barnet's cultural sector
Infrastructure	Developing placemaking and supporting Barnet's cultural infrastructure
Interconnection	Promoting culture as a connector of people and places
Identity	Accelerating Barnet's identity as a cultural destination
Inspiration	Stimulating cultural education and engagement with young people
Influence	Harnessing the power of culture to enrich other services and industries

This strategy will empower local creatives and grow an environment where they can thrive. We want to embed creativity into our public spaces, helping to shape an ambitious cultural identity for our borough that will make it not just a great place to live, but a destination.

It's important in the context of this document to understand that a detailed action plan will follow the publication of this strategy – a separate EqIA will be completed for that.

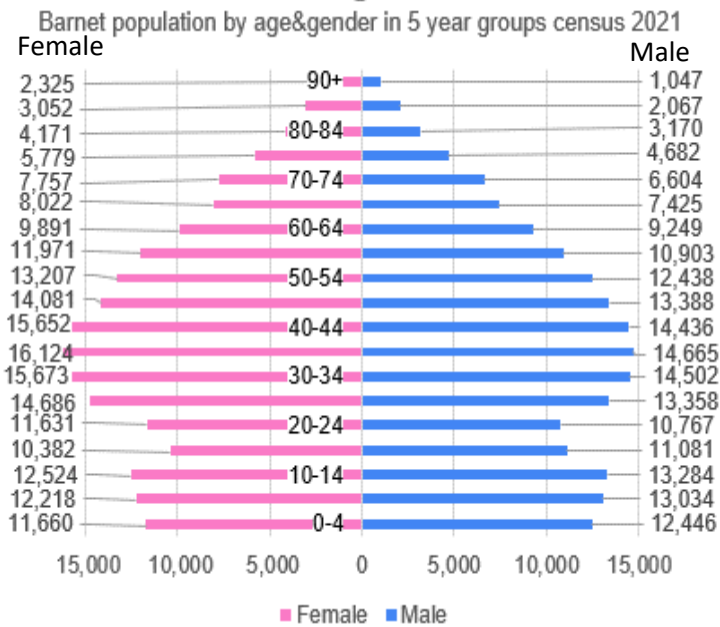
This strategy has been co-produced at every step of its development by a steering group that features members of Barnet's local community. They played an important role in shaping the priorities in this strategy. The survey also played an important role in either challenging or supporting the points made by the steering group. We will produce a separate EqIA for the specific action plan that accompanies this strategy.

3. Supporting evidence

What existing data informs your assessment of the impact of the proposal on protected groups of service users and/or staff?

Identify the main sources of evidence, both quantitative and qualitative, that supports your analysis

Protected group	<p>What does the data tell you⁶? <i>Provide a summary of any relevant demographic data about the borough's population using the Barnet Ward Profile Barnet Open Data). However, where possible you should provide more specific data about the demographics of service users /residents who may be impacted by the change. If the change impacts on staff provide data about the council's workforce</i></p>	<p>What do people tell you⁷? <i>Provide a summary of relevant consultation and engagement including surveys and other research with stakeholders, newspaper articles correspondence etc.</i></p>																													
Age ⁸	<p>Data source: ONS mid-year estimates of the population or Census Maps 2021 ONS 30-44 year groups are the largest cohorts for both female and male residents. For children, whilst the 15-29 cohort is the smallest, the youngest three cohorts are successively smaller, with there being over 1,000 less 0-4 years than 5-9 years..</p>	<p><u>Age of respondents who helped inform our priorities.</u></p> <p>The age distribution of respondents to our adult culture strategy survey is as follows:</p> <table border="1" data-bbox="1384 609 2042 1002"> <tbody> <tr><td>16-17</td><td>0.57%</td><td>3</td></tr> <tr><td>18-24</td><td>1.91%</td><td>10</td></tr> <tr><td>25-34</td><td>9.56%</td><td>50</td></tr> <tr><td>35-44</td><td>24.47%</td><td>128</td></tr> <tr><td>45-54</td><td>21.03%</td><td>110</td></tr> <tr><td>55-64</td><td>19.50%</td><td>102</td></tr> <tr><td>65-74</td><td>10.90%</td><td>57</td></tr> <tr><td>75+</td><td>7.07%</td><td>37</td></tr> <tr><td>Prefer not to say</td><td>4.97%</td><td>26</td></tr> </tbody> </table> <p>Below is the table illustrating the response levels from different age groups to our culture survey for young persons:</p> <table border="1" data-bbox="1384 1241 2042 1279"> <thead> <tr> <th>Answer Choices</th> <th>Responses</th> </tr> </thead> </table>	16-17	0.57%	3	18-24	1.91%	10	25-34	9.56%	50	35-44	24.47%	128	45-54	21.03%	110	55-64	19.50%	102	65-74	10.90%	57	75+	7.07%	37	Prefer not to say	4.97%	26	Answer Choices	Responses
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Answer Choices	Responses																														



Age	All
90+	3,372
85-89	5,119
80-84	7,341
75-79	10,461
70-74	14,361
65-69	15,447
60-64	19,140
55-59	22,874
50-54	25,645
45-49	27,469
40-44	30,088
35-39	30,789
30-34	30,175
25-29	28,044
20-24	22,398
15-19	21,463
10-14	25,808
5-9	25,252
0-4	24,106

14 years old or younger	50.20%	248
15-16 years old	21.26%	105
17-19 years old	8.91%	44
20-24 years old	0.40%	2
25-34 years old	4.05%	20
35-44 years old	3.44%	17
45-54 years old	3.64%	18
55-64 years old	4.25%	21
65-74 years old	0.61%	3
75 years or older	0.40%	2
Prefer not to say	2.83%	14

Both tables complement each other, demonstrating a comprehensive range of responses across all age groups.

Our external steering group also exhibits diverse group representation.

To address the lack of representation of individuals under 25 on the steering group, we have included two representatives from Middlesex University, one from Barnet and Southgate College, and an individual who is part of Barnet & Culture for Youth.

What were the key differences in results among respondents of different ages ?

The data indicates that younger individuals were more likely to agree that they have enough arts and culture-based activities to engage in within Barnet, with our young persons survey finding that roughly 46% of respondents agreed. Alternatively, only 17% of over 65s agreed they had enough opportunities to take part in arts and culture based activities (compared to 25% as an average score for the survey). For 45 – 64 year olds that percentage to the same question was 21% and 29% for 25 – 44 year olds. What was clear across the data was all ages want more cultural activities.

Implications for our strategy

It is clear from the makeup of the age demographics in Barnet that while we have 30 – 44 make up the largest age cohort in the borough. We have a significant young population and population over 60 years old. This clearly means that in the strategy we need to ensure that we cater for all ages. Ensuring that we don't exclude individuals from being able to engage with culture in Barent because of their age. The strategy does have priorities in it that will ensure everyone is included. For example we have an objective that looks to hold more intergenerational events, bringing together all ages.

		<p>Respondents to our young person survey were more likely to say they agree that they have enough information about things to do in Barnet (56%) compared to all other age groups where there was a clear drop off in their agreement to the same point, for those aged 65+ 28% agreed ,for 45-64 25% agreed, and for 25-44 33% agreed.</p> <p>Respondents to our young persons survey were more likely to say they did not know a lot about the borough’s history and heritage compared to other age groups (15% agreed they did know enough). compared to those aged 65+ (47%),45-64 (39%), and 25-44 (29.21%). This shows there was a significant difference between the knowledge of Barnet’s history and heritage between the youngest respondents compared to the oldest.</p>
<p>Disability⁹</p>	<p>Census Maps Census 2021 – Health - Disability, ONS (age-standardised) 14.2% of people in Barnet are disabled under the equality act: --- of which 6.4% day-to-day activities limited a lot (2nd lowest quintile) --- of which 7.8% day-to-day activities limited a little (lowest quintile)</p> <p>The data illustrates the need for us to ensure that we make culture in Barnet accessible to all individuals. We have identified priorities and objectives that look to meet the needs of individuals with a disability. For example, one objective clearly states that cultural venues are accessible to all, and another objective states that we need to make cultural activities accessible to all.</p>	<p><u>Consultation and engagement respondent levels related to this protected characteristic</u></p> <p>11.52% of respondents to our Adult Culture Strategy Survey identified as having a disability. With 8.25% individuals (not included in that figure) preferring not to say.</p> <p>To ensure we heard from individuals with a disability, our external steering group had representation. With 18.75% of members identified as having a disability. With an additional member preferring not to say (not included in the figure).</p> <p>We also collaborated with our Equality, Diversity and Inclusion team through an internal workshop. They provided valuable input and ideas on incorporating disability needs into the strategy.</p> <p><u>What the findings told us:</u></p> <p>Individuals with a disability were slightly less likely to agree that the borough is inclusive and celebrates diversity (43% of</p>

		<p>individual with a disability agreed that it was, compared to the average score of 51%)</p> <p>The consultation and engagement did not show any other significant differences based on disability.</p>
<p>Gender reassignment¹⁰</p>	<p>Gender identity - Census Maps, ONS 0.82% of people aged 16 years and over in Barnet have a gender identity different from their sex registered at birth. Highest in North Finchley (2.16%), Brent Cross & Staples Corner (1.76%) & Mill Hill Broadway (1.41) all in 2nd highest quintile. Lowest in Totteridge and Barnet Gate (0.25%), West Finchley (0.31%), Hampstead Garden Suburb (0.35), Oakleigh Park (0.38) Oak Hill(0.38%), Mill Hill East (0.39%) – all in the</p> <p><u>The implications for our strategy</u></p> <p>Unlikely to have an adverse disproportionate effect.</p>	<p><u>Consultation and engagement respondent levels related to this protected characteristic</u></p> <p>We received 0.97% of responses to our Culture Strategy Adult Survey from individuals who have a gender identity different from their sex registered at birth. With 9.51% preferring not to say.</p> <p>What the findings told us</p> <p>Individuals who have a different gender identity to their sex at registered birth were more likely to agree that they have enough opportunities to enjoy arts cultural activities in the borough (40% agreed compared to the average of 25%).</p> <p>Individuals who have a different gender identity to their sex at registered birth were more likely to agree that they have enough information about things to do in the borough 40% agreed compared to the average of 29%.</p> <p>Individuals who have a different gender identity to their sex at registered birth were slightly more likely to agree that Barnet is an inclusive borough that celebrates diversity (60% agreed compared to the average of 51%).</p> <p><u>Consultation and engagement respondent levels related to this protected characteristic</u></p> <p>In terms of sexual orientation, this is the breakdown with regard to the responses we received:</p>
<p>Sexual Orientation</p>		

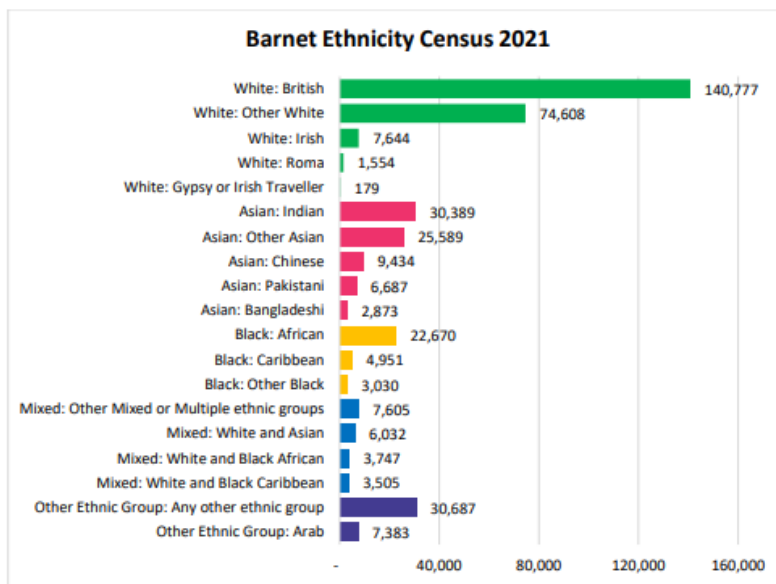
	<table border="1"> <thead> <tr> <th data-bbox="427 209 622 296">Sexual orientation</th> <th data-bbox="622 209 757 296">All-Barnet</th> <th data-bbox="757 209 1016 296">Highest MSOA</th> <th data-bbox="1016 209 1285 296">Lowest MSOA</th> </tr> </thead> <tbody> <tr> <td data-bbox="427 296 622 480">Straight or Heterosexual</td> <td data-bbox="622 296 757 480">87.27% (middle quintile)</td> <td data-bbox="757 296 1016 480">Totteridge&BG (90.81%) Mill Hill Oak (89.98%) EdgwarePark(89.90%)</td> <td data-bbox="1016 296 1285 480">Golders G North (80.90%) Golders G South (83.82%) Temple Fortune (83.88%)</td> </tr> <tr> <td data-bbox="427 480 622 663">Lesbian, Gay, Bisexual, or Other (LGB+)</td> <td data-bbox="622 480 757 663">2.79% (2nd lowest quintile)</td> <td data-bbox="757 480 1016 663">East Finchley (5.18%) Golders G South (4.75%) Colindale W&S (4.59%) Childs Hill (4.59%)</td> <td data-bbox="1016 480 1285 663">EdgwarePark (1.42%) Totteridge&BG(1.43%) Osidge (1.81%)</td> </tr> <tr> <td data-bbox="427 663 622 847">Not answered</td> <td data-bbox="622 663 757 847">9.94% (middle quintile)</td> <td data-bbox="757 663 1016 847">GoldersGNorth(16.90%) Temple Fortune (13.17%) Hendon Park (12.74%)</td> <td data-bbox="1016 663 1285 847">New Barnet West (7.63%) Totteridge&BG(7.76%) Oakleigh Park (8.00%)</td> </tr> </tbody> </table> <p data-bbox="427 895 808 927">Implications for our strategy</p> <p data-bbox="427 935 1323 1038">We recognise that we need to celebrate and promote inclusive cultural events and festivals. This includes promoting festivals that celebrate LGBTQ+. We anticipate only positive impacts as part of the strategy.</p>	Sexual orientation	All-Barnet	Highest MSOA	Lowest MSOA	Straight or Heterosexual	87.27% (middle quintile)	Totteridge&BG (90.81%) Mill Hill Oak (89.98%) EdgwarePark(89.90%)	Golders G North (80.90%) Golders G South (83.82%) Temple Fortune (83.88%)	Lesbian, Gay, Bisexual, or Other (LGB+)	2.79% (2 nd lowest quintile)	East Finchley (5.18%) Golders G South (4.75%) Colindale W&S (4.59%) Childs Hill (4.59%)	EdgwarePark (1.42%) Totteridge&BG(1.43%) Osidge (1.81%)	Not answered	9.94% (middle quintile)	GoldersGNorth(16.90%) Temple Fortune (13.17%) Hendon Park (12.74%)	New Barnet West (7.63%) Totteridge&BG(7.76%) Oakleigh Park (8.00%)	<p data-bbox="1382 129 1816 280">Straight or Heterosexual – 76.12% - 392 Gay or Lesbian – 3.69% - 19 Bisexual – 3.69% - 19 Prefer not to say – 15.53% - 80 Other - 0.97% - 5</p> <p data-bbox="1382 344 1682 376">What our findings told us</p> <p data-bbox="1382 408 2040 647">Individuals who identified as being gay or lesbian were significantly less likely to agree that they have enough opportunities to enjoy arts and culture in Barnet, with 5% agreeing compared to an average of 24.56%. Individuals who identified as other were more likely to agree that they have enough opportunities to enjoy arts and culture in Barnet (40%), as was the case with individuals who identify as Bisexual.</p> <p data-bbox="1382 711 2018 839">Individuals who identified as being gay or lesbian were significantly less likely to agree that they have enough information about things to do in Barnet, with 5% agreeing compared to an average of 29%.</p> <p data-bbox="1382 871 2040 1023">Individuals who identified as being gay or lesbian, and individuals who identified as bisexual were both slightly less likely to agree (both had 26% who agreed) that they know a lot about the history and heritage of Barnet compared to the average score that agreed (36%)</p> <p data-bbox="1382 1054 2007 1174">Individuals who identified as being gay or lesbian were significantly less likely to agree that Barnet is an inclusive borough that celebrates diversity (21%) compared to the average score (51%).</p>
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<p data-bbox="203 1254 371 1350">Marriage and Civil Partnership¹¹</p>	<p data-bbox="427 1278 965 1310">Legal partnership status - Census Maps, ONS</p> <p data-bbox="427 1318 1312 1382">47.2% of people aged 16 years and over in Barnet are married or in a registered civil partnership, 52.8% have another status</p>	<p data-bbox="1382 1246 1682 1278">We did not obtain this data.</p>																

	Unlikely to have an adverse disproportionate effect.	
Pregnancy and Maternity ¹²	<p>Conception and fertility rates - Office for National Statistics (ons.gov.uk)</p> <p>Unlikely to have an adverse disproportionate effect. We need to ensure the strategy ensures everyone can access culture.</p>	<p><u>Consultation and engagement respondent levels related to this protected characteristic</u></p> <p>Are you pregnant?</p> <p>I am pregnant – 1.03% - 4 Prefer not to say – 6.94% - 27 No – 92.03% - 358</p> <p>Are you on maternity leave?</p> <p>Yes – 3.08% - 11 Prefer not to say – 7.84% - 28 No – 89.08% - 318</p> <p>What our findings told us:</p> <p>Individuals on maternity leave, are more likely to agree (45% agreed) they have enough opportunities to enjoy arts and culture in Barnet compared to the average across all respondents (25% agreed average)</p> <p>Individuals who were pregnant at the time of responding to the survey were more likely to agree that they have enough information about things to do in Barnet (50% agreed) compared to the average across all respondents (28%).</p> <p>Individuals who were pregnant at the time of responding to the survey were less likely to agree that Barnet is an inclusive borough that celebrates diversity (25% agreed) compared to the average across all respondents (51%).</p>
Race/ Ethnicity ¹³	Ethnic group - Census Maps, ONS	<p>The breakdown of the ethnicity data for our Culture Strategy Adult Survey was:</p> <p>Asian background – 10.65%</p>

Barnet’s population comprised of 57.7% from a white background, 19.3% from an Asian background, 7.9% from a black background, 5.4% from a mixed background and 9.8% from other ethnic groups in the 2021 Census.

Those that reside in Barnet and identified as white British made up 36.2% of the population and reduced by 21,340 vs the 2011 Census (45.5%).

Those that identified as “Other ethnic group: Any other ethnic group” increased by 153.5% from 2011 (12,105 (2011) vs 30,687 (2021)).



We have specific aspects of this strategy that look to ensure all ethnic groups are able to take part in Barnet’s cultural environment. We also have specific objectives that look to celebrate diversity and showcase the diverse backgrounds that reside in Barnet.

Black background – 3.88%
 Mixed background – 4.65%
 White background – 70.34%
 Other – 4.26%
 Prefer not to say – 6.20%

The breakdown of the ethnicity representation data from our Culture Strategy Young Persons Survey was:

Asian background – 14.56%
 Black background – 6.58%
 Mixed background – 9.98%
 White background – 31.42%
 Other background – 29.30%
 Prefer not to say – 7.86%

The breakdown of the ethnicity representation data from our Culture Strategy External Steering Group:

Asian background – 12.5%
 Black background – 12.5%
 Mixed background – 6.25%
 White background -56.25%
 Prefer not to say – 6.25%

What our findings tell us

Adults Survey

Individuals who identified as being from a black background were less likely to agree that they have enough opportunities to enjoy arts and culture in Barnet (15%) then the average score (25%).

Individuals who identified as being from a black background were significantly less likely to agree that they have enough information about things to do in Barnet (5%) then the average score across all races (29%).

Individuals who identified as being from a black background (15%) and an Asian background (22%) were significantly less likely to agree that they know a lot about the history and

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<p>Religion or belief^{f14}</p>	<p>Religion - Census Maps, ONS</p> <table border="1"> <thead> <tr> <th>Faith</th> <th>All-Barnet</th> <th>Highest MSOA</th> <th>Lowest MSOA</th> </tr> </thead> <tbody> <tr> <td>No religion</td> <td>20.2% (lowest quintile)</td> <td>East Finchley (36.2%) High B& Hadley (32.6%) Hadley Wood (32.5%)</td> <td>Golders G North (8.9%) Edgware Park (9.1%) Edgware Crl. (10.8%)</td> </tr> <tr> <td>Christian</td> <td>36.6% (lowest quintile)</td> <td>Oak Hill (48.9%) Ducks Is. & Un (48.1%) New BT & EB (47.9%)</td> <td>Golders G North (14.7%) Hampstead GS (19.6%) Edgware Park (21.9%)</td> </tr> </tbody> </table>	Faith	All-Barnet	Highest MSOA	Lowest MSOA	No religion	20.2% (lowest quintile)	East Finchley (36.2%) High B& Hadley (32.6%) Hadley Wood (32.5%)	Golders G North (8.9%) Edgware Park (9.1%) Edgware Crl. (10.8%)	Christian	36.6% (lowest quintile)	Oak Hill (48.9%) Ducks Is. & Un (48.1%) New BT & EB (47.9%)	Golders G North (14.7%) Hampstead GS (19.6%) Edgware Park (21.9%)	<p>The breakdown of religion or belief representation data for our Culture Strategy Adult Survey was:</p> <p>Buddhist – 0.58% - 3 Christian – 23.94% - 124 Hindu – 3.67% - 19 Jewish – 14.86% - 77 Muslim – 4.05% - 21 Sikh – 0.39% - 2 No religion – 36.68% - 190 Prefer not to say – 12.93% - 67 Other – 2.90% - 15</p> <p>What our findings told us</p>																
Faith	All-Barnet	Highest MSOA	Lowest MSOA																											
No religion	20.2% (lowest quintile)	East Finchley (36.2%) High B& Hadley (32.6%) Hadley Wood (32.5%)	Golders G North (8.9%) Edgware Park (9.1%) Edgware Crl. (10.8%)																											
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	Buddhist	1.1% (middle quintile)	Burnt Oak& WP (2.6%) West Finchley (2.2%) Golders G South (1.8%)	Oak Hill (0.4%) Hendon Park (0.5%) Edgware Park (0.5%)	<p>Individuals who identified as being Buddhist or Sikh and answered our survey did not agree that they had enough information about things to do in Barnet, or know a lot about the history or heritage of Barnet, or think that Barnet was an inclusive borough that celebrates diversity, both religions had 0% of respondents agree with those statements.. It must be noted that we only had 5 respondents who identified as being from one of these religious groups.</p> <p>The results also show that individuals who identified as being of Muslim faith were less likely to agree that they know a lot about the boroughs history and heritage (14%) compared to the average score for this question (36%).</p> <p>Generally individuals who identified as being from a Christian (54%), Hindu (58%), Jewish (57%), Muslim (43%), Other (40%) and non-religious background(55%) were not significantly different in whether they would accept that Barnet is an inclusive borough that celebrates diversity when compared to the average score received (51%).</p>											
	Hindu	5.7% (2 nd lowest quintile)	Colindale W&S (10.5%) Edgware Park (10.3%) West Hendon (10.4%)	Golders G North (2.9%) Hampstead GS (2.9%) Childs Hill (3.1%)												
	Jewish	14.5% (2 nd after Hertsmere)	Golders G North (53.1%) 2 nd after Broughton Park Hampstead GS (42.9%) Hendon Park (43.9%)	Burnt Oak& WP (0.9%) Colindale W&S (1.0%) Grahame Park (1.4%)												
	Muslim	12.2% (2 nd lowest quintile)	Brent Cross&SC (27.1%) Grahame Park (26.8%) Colindale W&S (25.0%)	Handley Wood (5.5%) High B& Hadley (5.6%) Golders G North (5.9%)												
	Sikh	0.4% (lowest quintile)	West Finchley (2.0%) Friern Barnet (1.0%) Totteridge& BG (0.9%)	Edgware Crl. (0.1%) Brent Cross&SC (0.1%) Temple Fortune (0.1%) Ducks Is.&Un (0.1%)												
	Other religion	1.3% (middle quintile)	West Finchley (3.2%) Edgware Park (2.9%) North Finchley (2.6%) Woodside Park (2.6%)	Grahame Park (0.6%) Hendon Park (0.6%) Golders G North (0.6%)												
<p>Implications for our strategy</p> <p>We need to ensure that all religions are recognised and celebrated in the strategy, and that access to culture and specific cultural activities that are requested by different faiths are available.</p>																
Sex ¹⁵	<table border="1"> <thead> <tr> <th>Sex</th> <th>All-Barnet</th> <th>Highest MSOA</th> <th>Lowest MSOA</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>69.50%</td> <td>360</td> <td></td> </tr> <tr> <td>Male</td> <td>22.97%</td> <td>119</td> <td></td> </tr> </tbody> </table>			Sex	All-Barnet	Highest MSOA	Lowest MSOA	Female	69.50%	360		Male	22.97%	119		<p>The breakdown of gender representation from the individuals who responded to our Culture Strategy Adult Survey:</p> <p>Female – 69.50% - 360 Male – 22.97% - 119</p>
Sex	All-Barnet	Highest MSOA	Lowest MSOA													
Female	69.50%	360														
Male	22.97%	119														

	Female	51.6% (2 nd highest quintile)	Temple Fortune (53.2%) Hampstead GS (53.1%) Oakleigh Park (52.5%)	Golders G North (49.7%) Colindale W&S (50.1%) Hendon Park (50.5%) N. Hendon& SH (50.5%)	Prefer not to say – 7.14% - 37 Own term – 0.39% - 2 What our findings told us The consultation data does not show any significant findings based on Gender.
	Male	48.4% (2 nd lowest quintile)	Golders G North (50.3%) Colindale W&S (49.9%) Hendon Park (49.5%) N. Hendon& SH (49.5%)	Temple Fortune (46.8%) Hampstead GS (46.9%) Oakleigh Park (47.5%)	
<p><u>Implications for our strategy</u></p> <p>No anticipated adverse disproportionate effect.</p>					
Other relevant groups ¹⁶	e.g. Proficiency in English language - Census Maps, ONS				We did not collect these findings.
	Proficiency in English Language	All-Barnet	Highest MSOA	Lowest MSOA	
	Main language is English	77.1% (2 nd lowest quintile)			
	Main language is English – can speak English well or very well	18.8% (highest quintile)			
	Main language is English – cannot speak English or cannot speak English well	4.1% (2 nd highest quintile)	Colindale East (7.8%) West Hendon (7.0%) Brent Cross&SC(6.9%)		

4. Assessing impact

What does the evidence tell you about the impact your proposal may have on groups with protected characteristics ¹⁷?

Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction? Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact
			Minor	Major	
Age	<p>We anticipate only positive impacts as a result of this strategy. It's a strategy that targets all ages and looks to promote the cultural landscape in Barnet for all.</p> <p>We have a specific section dedicated to young people, to ensure their needs are being met. This was identified by our external steering group as being essential. We think this strategy will bring about more opportunities for young people to engage with cultural activities in Barnet and give them more opportunities to lead cultural sessions., This will allow them to they will learn new skills and have more opportunities to have a career path in the cultural sector.</p> <p>This strategy will bring about positive benefits for all ages – We have a specific objective to hold intergenerational events, bringing together different ages.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<p>We anticipate only positive impacts as a result of this strategy.</p> <p>We have a specific objective that looks to ensure our cultural activities are accessible to all. We also want to ensure that individuals with a disability are able to access our cultural venues, but also guarantee that within our cultural building, considerations for the needs of individuals with a disability are met.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<p>We anticipate only positive impacts as a result of this strategy.</p> <p>One of the key aspects of this strategy is shining a spotlight on all communities within Barnet, through holding festivals and events. We want to make sure everyone feels comfortable and represented in Barnet.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage and Civil Partnership	<p>We anticipate only positive impacts as a result of this strategy.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and Maternity	<p>We anticipate only positive impacts as a result of this strategy.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Race/ Ethnicity	<p>We anticipate only positive impacts as a result of this strategy.</p> <p>We have a specific objective that looks to ensure we put on events and activities that all residents are interested in, with a specific focus on ensuring our diverse communities can find enjoyment within the borough. For example, holding food festivals that showcase an individual's background.</p> <p>Our priority 3 Interconnection, is about ensuring we bring individuals from different backgrounds together, through cultural activities and education.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or belief	<p>We anticipate only positive impacts as a result of this strategy.</p> <p>Our priority 3 Interconnection, is about ensuring we bring individuals from different backgrounds together, through cultural activities and education.</p> <p>We have specific objectives to bring to conduct more interfaith work and support networks that promote interfaith and community cohesion.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sex	<p>We anticipate only positive impacts as a result of this strategy.</p> <p>All sexes will benefit from this strategy. Sub-group analysis of consultation data does not indicate an adverse disproportionate effect on respondents based on gender.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<p>We anticipate only positive impacts as a result of this strategy.</p> <p>Our priority 3 Interconnection, is about ensuring we bring individuals from different people together , through cultural activities and education.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. Other key groups Are there any other vulnerable groups that might be affected by the proposal? <i>These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed</i>	Positive impact	Negative impact		No impact
		Minor	Major	

Key groups	We have a specific objective that looks to make sure cultural activities are available for all individuals regardless of your financial income.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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6. Cumulative impact¹⁸

Considering what else is happening within the council and Barnet could your proposal contribute to a cumulative impact on groups with protected characteristics?

Yes No

This is a cross-cutting strategy that also looks to ensure we utilise the power culture has to bring about social, health and economic benefits to wider society. Considering we have objectives that look to promote equity, we would expect protected characteristic groups to benefit from these wider benefits too.

The strategy has linkage with the sustainability, economic and health teams. This strategy where possible, will look to be implemented into their work going forward.

7. Actions to mitigate or remove negative impact

Only complete this section if your proposals may have a negative impact on groups with protected characteristics. These need to be included in the relevant service plan for mainstreaming and performance management purposes.

Group affected	Potential negative impact	Mitigation measures ¹⁹ <i>If you are unable to identify measures to mitigate impact, please state so and provide a brief explanation.</i>	Monitoring ²⁰ <i>How will you assess whether these measures are successfully mitigating the impact?</i>	Deadline date	Lead Officer

8. Outcome of the Equalities Impact Assessment (EqIA)²¹

Please select one of the following four outcomes

Proceed with no changes

The EqIA has not identified any potential for a disproportionate impact and all opportunities to advance equality of opportunity are being addressed

Proceed with adjustments

Adjustments are required to remove/mitigate negative impacts identified by the assessment

Negative impact but proceed anyway

This EqIA has identified negative impacts that are not possible to mitigate. However, it is still reasonable to continue with the activity. Outline the reasons for this and the information used to reach this decision in the space below

Do not proceed

This EqIA has identified negative impacts that cannot be mitigated and it is not possible to continue. Outline the reasons for this and the information used to reach this decision in the space below

Reasons for decision

Sign-off

9. Sign off and approval by Head of Service / Strategic lead²²

Name Will Cooper	Job title Deputy Head of Strategy and Engagement
<input checked="" type="checkbox"/> Tick this box to indicate that you have approved this EqIA	Date of approval: 22 March 2024
<input type="checkbox"/> Tick this box to indicate if EqIA has been published Date EqIA was published: Embed link to published EqIA:	Date of next review:

Footnotes: guidance for completing the EqIA template

¹ The following principles explain what we must do to fulfil our duties under the Equality Act when considering any new policy or change to services. They must all be met or the EqIA (and any decision based on it) may be open to challenge:

- **Knowledge:** everyone working for the council must be aware of our equality duties and apply them appropriately
- **Timeliness:** the duty applies at the time of considering proposals and before a final decision is taken
- **Real Consideration:** the duty must be an integral and rigorous part of your decision-making and must influence the process.
- **Sufficient Information:** you must assess what information you have and what is needed to give proper consideration.
- **No delegation:** the council is responsible for ensuring that anyone who provides services on our behalf complies with the equality duty.
- **Review:** the equality duty is a continuing duty – it continues after proposals are implemented/reviewed.
- **Proper Record Keeping:** we must keep records of the process and the impacts identified.

² Our duties under the Equality Act 2010

The council has a legal duty under this Act to show that we have identified and considered the impact and potential impact of our activities on all people with ‘protected characteristics’ (see end notes 9-19 for details of the nine protected characteristics). This applies to policies, services (including commissioned services), and our employees.

We use this template to do this and evidence our consideration. You must give ‘due regard’ (pay conscious attention) to the need to:

- **Avoid, reduce or minimise negative impact:** if you identify unlawful discrimination, including victimisation and harassment, you must stop the action and take advice immediately.
- **Promote equality of opportunity:** by
 - Removing or minimising disadvantages suffered by people with a protected characteristic
 - Taking steps to meet the needs of these groups
 - Encouraging people with protected characteristics to participate in public life or any other activity where participation is disproportionately low
 - Consider if there is a need to treat disabled people differently, including more favourable treatment where necessary
- **Foster good relations between people who share a protected characteristic and those who don’t:** e.g. by promoting understanding.

³ EqIAs should always be proportionate to:

- The size of the service or scope of the policy/strategy
- The resources involved
- The size of the likely impact – e.g. the numbers of people affected and their vulnerability

The greater the potential adverse impact of the proposal on a protected group (e.g. disabled people) and the more vulnerable the group is, the more thorough and demanding the process required by the Act will be. Unless they contain sensitive data – EqIAs are public documents. They are published with Cabinet papers, Panel papers and public consultations. They are available on request.

⁴ When to complete an EqIA:

- When developing a new policy, strategy, or service
- When reviewing an existing service, policy or strategy

-
- When making changes that will affect front-line services
 - When amending budgets which may affect front-line services
 - When changing the way services are funded and this may impact the quality of the service and who can access it
 - When making a decision that could have a different impact on different groups of people
 - When making staff redundant or changing their roles

Wherever possible, build the EqIA into your usual planning and review processes.

Also consider:

- Is the policy, decision or service likely to be relevant to any people because of their protected characteristics?
- How many people is it likely to affect?
- How significant are its impacts?
- Does it relate to an area where there are known inequalities?
- How vulnerable are the people who will be affected?

If there are potential impacts on people but you decide not to complete an EqIA you should document your reasons why.

⁵ **Title of EqIA:** This should clearly explain what service / policy / strategy / change you are assessing.

⁶ **Data & Information:** Your EqIA needs to be informed by data. You should consider the following:

- What data is relevant to the impact on protected groups is available? (is there an existing EqIA?, local service data, national data, community data, similar proposal in another local authority).
- What further evidence is needed and how can you get it? (e.g. further research or engagement with the affected groups).
- What do you know from service/local data about needs, access and outcomes? Focus on each characteristic in turn.
- What might any local demographic changes or trends mean for the service or function? Also consider national data if appropriate.
- Does data/monitoring show that any policies or practices create particular problems or difficulties for any group(s)?
- Is the service having a positive or negative effect on particular people or groups in the community?

⁷ **What have people told you about the service, function, area?**

- Use service user feedback, complaints, audits
- Conduct specific consultation or engagement and use the results
- Are there patterns or differences in what people from different groups tell you?
- Remember, you must consult appropriately and in an inclusive way with those likely to be affected to fulfil the equality duty.
- You can read LBB [Consultation and Engagement toolkit](#) for full advice or contact the Consultation and Research Manager, rosie.evangelou@barnet.gov.uk for further advice

⁸ **Age:** People of all ages, but consider in particular children and young people, older people and carers, looked after children and young people leaving care. Also consider working age people.

⁹ **Disability:** When looking at disability, consideration should be given to people with different types of impairments: physical (including mobility), learning, aural or sensory (including hearing and vision impairment), visible and non-visible impairment. Consideration should also be given to: people with HIV, people with mental

health needs and people with drug and alcohol problems. People with conditions such as diabetes and cancer and some other health conditions also have protection under the Equality Act 2010.

¹⁰ **Gender Reassignment:** In the Act, a transgender person is someone who proposes to, starts or has completed a process to change their gender. A person does not need to be under medical supervision to be protected. Consider transgender people, transsexual people and transvestites.

¹¹ **Marriage and Civil Partnership:** consider married people and civil partners.

¹² **Pregnancy and Maternity:** When looking at pregnancy and maternity, give consideration to pregnant women, breastfeeding mothers, part-time workers, women with caring responsibilities, women who are lone parents and parents on low incomes, women on maternity leave and 'keeping in touch' days.

¹³ **Race/Ethnicity:** Apart from the common ethnic groups, consideration should also be given to Traveller communities, people of other nationalities outside Britain who reside here, refugees and asylum seekers and speakers of other languages.

¹⁴ **Religion and Belief:** Religion includes any religion with a clear structure and belief system. As a minimum you should consider the most common religious groups (Christian, Muslim, Hindu, Jews, Sikh, Buddhist) and people with no religion or philosophical beliefs.

¹⁵ **Sex/Gender:** Consider girls and women, boys and men, married people, civil partners, part-time workers, carers (both of children with disabilities and older cares), parents (mothers and fathers), in particular lone parents and parents on low incomes.

¹⁶ **Other relevant groups:** You should consider the impact on our service users in other related areas.

¹⁷ **Impact:** Your EqIA must consider fully and properly actual and potential impacts against each protected characteristic:

- The equality duty does not stop changes, but means we must fully consider and address the anticipated impacts on people.
- Be accurate and transparent, but also realistic: don't exaggerate speculative risks and negative impacts.
- Be detailed and specific where you can so decision-makers have a concrete sense of potential effects.
- Questions to ask when assessing whether and how the proposals impact on service users, staff and the wider community:
 - Are one or more protected groups affected differently and/or disadvantaged? How, and to what extent?
 - Is there evidence of higher/lower uptake of a service among different groups? Which, and to what extent?
 - Does the project relate to an area with known inequalities (where national evidence or previous research is available)?
 - If there are likely to be different impacts on different groups, is that consistent with the overall objective?
 - If there is negative differential impact, how can you minimise that while taking into account your overall aims?
- Do the effects amount to unlawful discrimination? If so the plan **must** be modified.
- Does it relate to an area where equality objectives have been set by LBB in our [Barnet 2024 Plan](#) and our [Strategic Equality Objective](#)?

¹⁸ **Cumulative Impact**

You will need to look at whether a single decision or series of decisions might have a greater negative impact on a specific group and at ways in which negative impacts across the council might be minimised or avoided.

¹⁹ **Mitigating actions**

-
- Consider mitigating actions that specifically address the impacts you've identified and show how they will remove, reduce or avoid any negative impacts
 - Explain clearly what any mitigating measures are, and the extent to which you think they will reduce or remove the adverse effect
 - Will you need to communicate or provide services in different ways for different groups in order to create a 'level playing field'?
 - State how you can maximise any positive impacts or advance equality of opportunity.
 - If you do not have sufficient equality information, state how you can fill the gaps.

²⁰ **Monitoring:** The Equality Duty is an ongoing duty: policies must be kept under review, continuing to give 'due regard' to the duty. If an assessment of a broad proposal leads to more specific proposals, then further monitoring, equality assessment, and consultation are needed.

²¹ **Outcome:**

- Make a frank and realistic assessment of the overall extent to which the negative impacts can be reduced or avoided by the mitigating measures. Also explain what positive impacts will result from the actions and how you can make the most of these.
- Make it clear if a change is needed to the proposal itself. Is further engagement, research or monitoring needed?
- Make it clear if, as a result of the analysis, the policy/proposal should be stopped.

²² **Sign off:** You will need to ensure the EqIA is signed off by your Head of Service, agree whether the EqIA will be published, and agree when the next review date for the EqIA will be.