

Equality Analysis Report

<p>Title of activity / Budget Proposal title and number:</p> <p><i>Bedford's Different Pasts, Shared Future</i> Project at The Higgins Bedford (Relates to ED – Acceptance of a Heritage Lottery Fund grant)</p>	<p>Committee meeting (decision maker) and date</p> <p>Mayor</p>
<p>Service area</p> <p>Recreational Services – The Higgins Bedford</p>	<p>Lead officer</p> <p>Tom Perrett</p>
<p>Approved by</p> <p>Craig Austin, AD (ERRS)</p>	<p>Date of approval</p>
<p>Description of activity:</p> <p>The Higgins Bedford has been successful in an application to the Heritage Lottery Fund (HLF) for a grant of £60,000 to fund the continuation and expansion of a project to record, interpret and share the oral histories and heritage of refugees, asylum seekers and other migrants living in Bedford. The main focus of the project being funded will be community engagement, through working with local schools, community groups and locations, faith organisations, training locations and workplaces. The purpose of the project is to ensure the museum is continually updating its permanent collections to reflect the diverse cultures and heritage of local communities, and that this diverse heritage is represented in the museum's displays and through its community engagement programme.</p>	

Relevance Test

1. The outcomes of the activity directly and significantly impact on people, e.g. service users, employees, voluntary and community sector groups.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
2. The activity could / does affect one or more protected equality groups.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
3. The activity could / does affect protected equality groups differently.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
4. One or more protected equality groups could be disadvantaged, adversely affected or are at risk of discrimination as a result of the activity.	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
5. The activity relates to an area where there are known inequalities.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
6. The activity sets out proposals for significant changes to services, policies etc. and / or significantly affects how services are delivered.	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
7. The activity relates to one or more of the three aims of the Council's equality duty.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
8. The activity relates to the Council's Corporate Plan objectives, is a significant activity and / or presents a high risk to the Council's public reputation.	Yes	<input type="checkbox"/>	No	<input checked="" type="checkbox"/>
9. An equality analysis of this activity is required.	Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
This activity has no relevance to Bedford Borough Council's duty to eliminate unlawful discrimination, harassment and victimisation; to advance equality of opportunity; and to foster good relations. An equality analysis is not needed.				<input type="checkbox"/>
Explanation why equality analysis is not needed				

Scope of equality analysis

Who is / will be impacted by the activity's aims and outcomes?	The entire community of Bedford Borough will have an opportunity to engage with this project which highlights the journeys and experiences of refugees, asylum seekers and other migrants (both recent and people who have settled here for many decades).
Which particular protected equality groups are likely / will	In particular, people from refugee, asylum seeker and other migrant communities will benefit as more of these histories and heritage will be shared with the wider Bedford community. So, people

be affected?	from BME communities, from particular faith groups and from areas of higher economic deprivation will benefit as the project will build understanding about diverse experiences and heritage. This will further enhance the recognised relatively good social cohesion in the town and a sense that Bedford's diversity is celebrated.
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Evidence, data, information and consultation

What evidence have you used to analyse the effects on equality?	Bedford is more ethnically diverse than England overall: 28.5% of Bedford Borough's population is from a BME background according to the 2011 census and over 100 languages are spoken in the town. 41% of children aged 0-11 in England were from BME groups in 2011. Between 10 and 20% of the foreign born population in Bedford originally came to the town as asylum seekers or refugees. The recent IPPR report <i>Come Together' – Lessons from Bedford on reaching out to Britain's most isolated minorities</i> has been referenced as it specifically highlights Bedford as an example of a relatively socially cohesive town and provides examples of positive steps, such as multi faith forums, taken to celebrate diversity and foster inclusion and integration.
What consultation did you carry out with protected equality groups to identify your activity's effect on equality?	Since 2016, The Higgins Bedford has worked very closely with Bedford Refugee and Asylum Seeker Support (BRASS) to develop the project including working directly with refugee and asylum seeker communities to develop the project in 2016 and into 2017. Letters of support from a range of organisations including BRASS and also from individual refugees were submitted as part of the grant application to the HLF. There has been widespread support for the project from the individuals and organisations the museum is working with. The museum is a member of the Refugee Week Steering Group which plans and delivers activity each year. The group acts as a planning and consultative forum. The group includes other cultural venues such as The Place and The Quarry theatres and also the Bedford inter-faith group, the Council's Community Engagement Officer and Sports Development.
What does this evidence tell you about the different protected groups?	The evidence from the IPPR report demonstrates that Bedford has been a relative exemplar in modelling proactive actions to enhance social cohesion and inclusion of diverse communities – race and religion. This project will really add further value to this trajectory.
What further research or data do you need to fill any gaps in your understanding of the potential or known effects of the	The museum will commission an independent evaluation to assess the impact of the project coupled with internal evaluation and review. The evaluations will assess the extent to which the project has contributed to developing awareness and understanding for refugees, asylum seekers and other migrants as well as statistics on audience numbers reached and other feedback.

activity?	
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General Equality Duty

Which parts of the general equality duty is the activity relevant to?			
	Eliminate discrimination, harassment and victimisation	Advance equality of opportunity	Foster good relations
Age			
Disability			
Gender reassignment			
Pregnancy and maternity			
Race	X		X
Religion or belief	X		X
Sex			
Sexual orientation			
Marriage & civil partnership			

Impact on equality groups

Based on the evidence presented what positive and negative impact will your activity have on equality?				
	Positive impact	Negative impact	No impact	Explanation
Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	There will be a strong focus on the community engagement going into schools and colleges so there is an emphasis on younger generations building their understanding of Bedford's migration story and the diversity of heritage and culture in the town.
Disability	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No specific additional positive impact

Gender reassignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No specific additional positive impact
Pregnancy and maternity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No specific additional positive impact
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The project aims to build awareness and understanding thereby contributing to greater social cohesion and a sense of belonging and integration among Bedford's refugee and wider migrant community – so predominantly black and minority ethnic communities.
Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The project aims to build awareness and understanding thereby contributing to greater social cohesion and a sense of belonging and integration among Bedford's refugee and wider migrant community. Recent migration has included people arriving from Iraq, Afghanistan, Syria and Somalia.
Sex	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No specific additional positive impact
Sexual orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No specific additional positive impact
Marriage & civil partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No specific additional positive impact
Other relevant groups	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	No specific additional positive impact

Commissioned services

What equality measures will be included in Contracts to help meet the three aims of the general equality duty?	The sums involved will not require ITT or PQQ but lower limits will require compliance with procurement policy. Commissioning of external support will require suppliers to demonstrate their track record on equality and diversity and suppliers will be required to demonstrate equality performance and compliance. This will include commissioning external evaluation; recruitment of a full-time project coordinator for 12 months and sessional workers, including interpreters. The project co-ordinator will be expected to have a strong record in community engagement; equality and diversity and a job description was submitted to the HLF as part of the application.
What steps will be taken	As above.

throughout the commissioning cycle to meet the different needs of protected equality groups?	
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Actions

	What will be done?	By who?	By when?	What will be the outcome?
Actions to lessen negative impact	No negative impact anticipated			
Actions to increase positive impact	Delivery of the project according to agreed timescale and funding from HLF	The Higgins Bedford – Project Lead and Co-ordinator	As per timelines in the project plan	<ul style="list-style-type: none"> • The Council, through The Higgins Bedford, will strengthen its position as reflecting the diversity of the continually evolving community of the town. • The Council, through The Higgins Bedford, will have contributed further to building social cohesion and a sense of inclusion for diverse communities.
Actions to develop equality evidence, information and data	Data and feedback will be collected through the project cycle.	Project Co-ordinator	Ongoing through the cycle of the project	Positive quantitative and qualitative evidence of the beneficial impact of the project on social cohesion, good relations and a shared sense of inclusion.
Actions to improve equality in procurement / commissioning	N/A			
Other relevant actions				

Recommendation

No major change required	<input checked="" type="checkbox"/>	
Adjustments required	<input type="checkbox"/>	
Justification to continue the activity	<input type="checkbox"/>	
Stop the activity	<input type="checkbox"/>	

Summary of analysis

In preparing this report, due consideration has been given to the Borough Council's statutory Equality Duty to eliminate unlawful discrimination, advance equality of opportunity and foster good relations, as set out in Section 149(1) of the Equality Act 2010.

The funding from the HLF will enable The Higgins Bedford, as a local authority museum, to take work already in development out to our local communities through a major community engagement programme. A far wider audience (schools, community organisations and venues, faith groups, workplaces, colleges/training centres) will be able to hear the stories of refugees, asylum seekers and other migrants, engage with the associated tapestry project and view the display. Local people will also have the opportunity to share their stories as the project continues to evolve and develop. This project will aid delivery of all three aspects of the equality duty, particularly fostering good relations but also help to contribute to tackling the potential for discrimination, harassment and victimisation and also advancing equality of opportunity for diverse communities.

Monitoring and review

Monitoring and review	Review date
There will be regular reporting to the HLF on delivery of the project. A copy will be made available to Senior Officers and the Portfolio Holder.	Full evaluation at the conclusion of the project – scheduled summer 2018