

Integrated Impact Assessment (IIA)

This Integrated Impact Assessment considers the duties and requirements of the following legislation in order to inform and ensure effective decision making and compliance:

- Equality Act 2010
- Welsh Language Standards (No.1) Regulations 2015
- Well-being of Future Generations (Wales) Act 2015
- Environment (Wales) Act 2016

Version Control

Version	Author	Job title	Date
V1	Chris Saunders	Head of Leisure, Tourism, Heritage & Culture	26 August 2023

1. Details of the initiative

	Title of the Initiative: Culture Strategy
1a	Service Area: Head of Leisure, Tourism, Heritage & Culture
1b	Directorate: Education
1c	Summary of the initiative: The Culture Strategy has been developed with the wider policy context in view, particularly the Wellbeing of Future Generations (Wales) Act 2015, and is designed to ensure that both the seven goals and five ways of working of the act are embedded throughout the actions of both the Council and other stakeholders. The Strategy provides the framework for the Council's services and functions to capture and promote the fantastic opportunities culture can afford our local communities. There are 5 emerging themes in the strategy: Wellness, Energy

	<p>Welsh and Heart Talent Innovation</p> <p>The strategy has an action plan and most of the E&D issues will be assessed as part of the detailed actions as they come forward.</p>
1d	Is this a 'strategic decision'? yes - the Culture Strategy sets out our short, medium and long-term approach for delivery and implementation.
1e	Who will be directly affected by this initiative? The Council, key stakeholders, council staff, partner's and everyone who lives, works and/or visits Neath Port Talbot
1f	<p>When and how were people consulted? T</p> <p>Through our Let's Talk engagement activity during summer of 2021 Heritage, Culture and a strong sense of place ranked important to people in the area. The Culture Strategy will ensure this important placemaking tool has an integral role in the realisation of our purpose as a local authority, namely 'To help Neath Port Talbot residents to live good lives'. It will identify approaches to deal with the challenges of climate change, cost of living crisis and government policy ensuring that the strategy is flexible moving forward.</p> <p>It will support the vision enshrined in the Corporate Plan 'Recover, Reset, Renew', focusing on using our natural and built environment to deliver life enhancing projects and services that fulfil our four wellbeing objectives. Particularly wellbeing objective three, 'Our local environment, heritage and culture can be enjoyed by future generations' and 'People actively conserve, improve and enjoy our stunning natural environment, treasure the Welsh language and are actively engaged with the rich sporting, cultural and industrial heritage of the area.'</p> <p>The Strategy lies the groundwork to develop collaborative partnerships with key stakeholders and communities to pursue new and existing opportunities to improve the economic, social, environmental and cultural well-being of all our people, so we can sustain our diverse communities for years to come.</p> <p>Considerable consultation at the start of the strategy process elected 288 responses, together with a number of face to face interviews.</p>
1g	What were the outcomes of the consultation?

The consultation helped form the key themes and particularly help develop the action plan and the detailed results are appended to the strategy report.

2. Evidence

What evidence was used in assessing the initiative?

- Cultural strategy consultation outcomes.
- Best practice case studies
- Neath Port Talbot Visitor Survey 2022

The action plan is fundamental to the delivery of the strategy and many of the benefits will come as those actions are developed and delivered.

3. Equalities

a) How does the initiative impact on people who share a **protected characteristic**?

Protected Characteristic	+	-	+/-	Why will it have this impact?
Age	+			Culture transcends generations, children at school are equally important as people in care homes. The culture strategy will help bring culture opportunities to all, hopefully breaking down some of the generational barriers. The majority of the respondents to the survey were in the 30-74 age group but the actions have been carefully crafted to include all ages.
Disability	+			The Strategy has identified actions that will potentially have a positive impact on those with a disability, for example providing greater opportunities for participation, improvements to access and to public rights of way. 15% of respondents considered themselves disabled.

Gender reassignment			+/-	The Culture strategy will have neither a negative or positive effect on this characteristic.
Marriage & civil partnership			+/-	The Culture strategy will have neither a negative or positive effect on this characteristic.
Pregnancy and maternity			+/-	The Culture strategy will have neither a negative or positive effect on this characteristic. Only 1.1% of respondents were pregnant.
Race	+			One of the key strategic themes is Welsh at Heart and this aims to build upon the important cultural aspect of life in Wales. Of the respondents to the consultation 54% of people had little or no ability with the Welsh language – the strategy aims to increase the access to Welsh culture and the language in turn.
Religion or belief			+/-	The Culture strategy will have neither a negative or positive effect on this characteristic. 50% of the respondents classified themselves as having no religion. The next highest was 46 % as Christian.
Sex			+/-	The Culture strategy will have neither a negative or positive effect on this characteristic. The majority of the respondents were female at 64% so a close watch will need to be kept on the action plan as they develop to ensure gender parity
Sexual orientation			+/-	The Culture strategy will have neither a negative or positive effect on this characteristic.91% of respondents considered themselves heterosexual with prefer not to say the next highest category. As the action plan develops and especially wit events and festivals this will need to be planned carefully.

What action will be taken to improve positive or mitigate negative impacts?

The culture strategy action plan includes initiatives which will positively impact on the protected characteristics. Things like events and festivals, trails, developing a library strategy are just a few examples.

b) How will the initiative assist or inhibit the ability to meet the **Public Sector Equality Duty**?

Public Sector Equality Duty (PSED)	+	-	+/-	Why will it have this impact?
To eliminate discrimination, harassment and victimisation	+			The culture strategy supports placemaking in its widest sense. It will transcend communities and generations.
To advance equality of opportunity between different groups	+			NPT has many different representative groups for heritage and culture and the strategy will help guide funding bids and priorities.
To foster good relations between different groups	+			NPT has many different representative groups for heritage and culture and the strategy will help guide funding bids and priorities. The cultural partnership will be key to understanding and monitoring this.

What action will be taken to improve positive or mitigate negative impacts?

Projects will be designed to ensure that they are accessible to local communities both from a physical and social perspective. The cultural partnership will monitor these on a regular basis.

4. Socio Economic Duty

Impact	Details of the impact/advantage/disadvantage
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Positive/Advantage	The Culture strategy links to the Destination plan and the Heritage strategy. Both will have positive effects on the local economic outputs through increasing the value of tourism , employment opportunities and bringing money directly into the local economy.
Negative/Disadvantage	N/A
Neutral	N/A

What action will be taken to reduce inequality of outcome

A holistic approach will be taken in supporting investment opportunities across the valleys, coastal and rural areas of the county where there is greatest need of investment to support diversification of the local economy. This includes working closely with the Council's Economic Development Team to support small businesses and investors and identifying and designing projects which will be of benefit to communities across the county.

The Culture strategy will help to draw together communities and is applicable to all corners of the county Borough.

5. Community Cohesion/Social Exclusion/Poverty

	+	-	+/-	Why will it have this impact?
Community Cohesion	+			The DMP and culture strategy take into account the need to ensure that as a destination we develop a distinct 'sense of place'. The term 'sense of place' relates to what individual residents (and visitors) perceive to be the intrinsic character of a place and the meaning people give to it. Neath Port Talbot as a 'place' can mean many things to many people, but through investment on the ground and promotion of the area it is possible to encourage a shared vision for the area.

Social Exclusion	+			The Culture strategy action plan develops a number of initiatives which positively reflect the nature of the valley communities. They cut across generations and will give opportunities for all members of society to be involved.
Poverty	+			The strategies will have a positive economic impact through the development of heritage products and the associated growth in tourism & job growth

What action will be taken to improve positive or mitigate negative impacts?

The proposed actions set out within the action plan will all contribute to delivering investment which makes our sense of place more tangible and a more thorough reflection of the wide ranging perspectives of people who live in Neath Port Talbot, which in turn can encourage cohesion within our communities.

6. Welsh

	+	-	+/-	Why will it have this effect?
What effect does the initiative have on: - people's opportunities to use the Welsh language	+			One of the key themes for the Culture strategy is Welsh at Heart which is specifically aimed at building on the foundations already laid through Welsh culture at places like Pontardawe Arts Centre, to promote a strong Welsh cultural offer, making it accessible, visible and relevant.
- treating the Welsh and English languages equally	+			As above

What action will be taken to improve positive or mitigate negative impacts?

The priorities and actions set out within the Culture Strategy action plan will support the use of the Welsh language through projects and events and also celebrating the ‘sense of place’ that our Welsh language creates for visitors and residents.
 A ‘welsh’ organization will be appointed to the Cultural partnership board and the impact and progress will be monitored at the high governance level.

7. Biodiversity

How will the initiative assist or inhibit the ability to meet the **Biodiversity Duty**?

Biodiversity Duty	+	-	+/-	Why will it have this impact?
To maintain and enhance biodiversity	+			Biodiversity, climate change and the nature emergency are embedded in the document. There are a number of actions which look to help support the work the Biodiversity team are undertaking.
To promote the resilience of ecosystems, i.e. supporting protection of the wider environment, such as air quality, flood alleviation, etc.	+			One of the key themes is Energy and another is Innovation. Both themes build on the heritage of the area in developing new technologies and the one of the actions is to adopt and build on the climate change action plan.

What action will be taken to improve positive or mitigate negative impacts?

The priorities and actions set out within the Culture Strategy action plan will support the biodiversity duty through projects and events.

8. Well-being of Future Generations

How have the five ways of working been applied in the development of the initiative?

Ways of Working	Details
i. Long term – looking at least 10 years (and up to 25 years) ahead	The culture strategy has been developed with longer term sustainable thinking. It will help set up the cultural ecosystem for the next 10 years plus. The action plan is flexible and will be regularly updated.
ii. Prevention – preventing problems occurring or getting worse	The Culture strategy alongside the DMP and Heritage strategy, is designed to enhance and protect our important culture and heritage assets and areas of visitor interest. This includes long term investment in putting in place the visitor infrastructure needed to prevent the negative impacts of visitors on our local communities.
iii. Collaboration – working with other services internal or external	The whole tenant of the Culture strategy is about collaboration. The intention is to set up a Cultural Compact type governance model whereby local industry, education, NHS and other partner develop ownership of the cultural themes.
iv. Involvement – involving people, ensuring they reflect the diversity of the population	The culture strategy has been developed through an extensive series of consultation events.

v. Integration – making connections to maximise contribution to:	
Council’s well-being objectives	Well being objective 3 is largely based on the Culture, strategy and heritage strategies and these will be fundamental to shaping and developing WBO3
Other public bodies objectives	The cultural partnership will help unlock the potential that partners can bring. Work is ongoing with the Public services board to improve integration.

9. Monitoring Arrangements

Provide information on the monitoring arrangements to:

Monitor the impact of the initiative on Equalities, Community Cohesion, the Welsh Measure, Biodiversity Duty and the Wellbeing Objectives.

The Cultural compact model will ultimately be the governance model which monitors and manages the equalities arrangements and delivery.
The action plan is the delivery method and equality’s will be assessed again as actions are developed.

10. Assessment Conclusions

Please provide details of the conclusions reached in relation to each element of the assessment:

	Conclusion
Equalities	The Culture Strategy will have a positive impact
Socio Economic Disadvantage	The Culture Strategy will have a positive impact

Community Cohesion/ Social Exclusion/Poverty	The Culture Strategy will have a positive impact
Welsh	The Culture Strategy will have a positive impact
Biodiversity	The Culture Strategy will have a positive impact
Well-being of Future Generations	The Culture Strategy will have a positive impact

Overall Conclusion

Please indicate the conclusion reached:

- **Continue** - as planned as no problems and all opportunities have been maximised x
- **Make adjustments** - as potential problems/missed opportunities/negative impacts have been identified along with mitigating actions
- **Justification** - for continuing with the initiative even though there is a potential for negative impacts or missed opportunities
- **STOP** - redraft the initiative as actual or potential unlawful discrimination has been identified

Please provide details of the overall conclusion reached in relation to the initiative


The priorities and actions which will be delivered through the Culture Strategy will have a positive impact in all areas assessed.

11. Actions

What actions are required in relation to obtaining further data/information, to reduce or remove negative impacts or improve positive impacts?

Action	Who will be responsible for seeing it is done?	When will it be done by?	How will we know we have achieved our objective?
Ensure that the compact is set up and monitors the equalities impacts	Chris Saunders	Ongoing basis	Compact successful
Ensure that equalities are considered as the actions it he plan are developed and delivered	Compact board	Regular board meetings	

12. Sign off

	Name	Position	Signature	Date
Completed by	Chris Saunders	Head of Leisure, tourism , Heritage & Culture		13/09/2023
Signed off by	C Saunders	Head of Service/Director		