

Equality Impact Assessment



Hampshire
County Council

Changes to the Culture and Communities Grants affecting Proteus Theatre Company Ltd

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Department: Culture, Communities and Business Services

Date of assessment: 18/12/2018

Description of current service/policy

The Recreation and Heritage Investment Fund supports Hampshire's strategic cultural and recreational organisations delivering high-quality programmes of regional/national significance. It is an annual fund; organisations must apply each year.

Proteus is a theatre that produces a programme of touring work, participatory projects and runs an artists' hub in Basingstoke. It aims to reach 35,000 people through different programmes.

In 2018/19 it was awarded £38,315, 8% of budget, and advised the maximum award available in 2019/20 would be £32,268.

Geographical impact: Basingstoke & Deane

Description of proposed change

Over the next three years the Council will need to reduce its budget by a further £80 million having already reduced it by £480 million since 2008. For the services within the Executive Member for Recreation and Heritage's portfolio the Medium Term Financial Strategy approved by the County Council in September confirmed this will mean a further 13% reduction in departmental cash limits.

It is therefore proposed to change the way grants operate from 2020/21, moving away from annual revenue grants to one-off project grants which help organisations transform their operation and become self-supporting in the future. The organisation would be able to apply to this funding.

Impacts of the proposed change

This impact assessment covers Service users

Engagement and consultation

Has engagement or consultation been carried out? Yes

The Company has been informed of the future changes to the Grants scheme in September 2018, via a letter from the Executive Member for Recreation and Heritage. A subsequent visit by the Executive Member took place in October 2018, where future changes to the Grants Scheme were discussed. As a result, an additional years funding for 2020/21 was agreed.

Statutory considerations	Impact	Mitigation
Age: Low	There is a risk that due to reduced funding the organisation may reduce its targeted programmes for children and young people and/or older people, including people with dementia.	
Disability: Low	There is a risk that due to reduced funding the organisation may reduce its targeted programmes for people with mental health issues, adults with learning disabilities and/or additional needs and people with dementia.	
Sexual orientation: Neutral		
Race: Neutral		
Religion and belief: Neutral		

Gender reassignment: Neutral		
Gender: Neutral		
Marriage and civil partnership: Neutral		
Pregnancy and maternity: Neutral		
Other policy considerations	Impact	Mitigation
Poverty: Neutral		
Rurality: Neutral		

Any other information

The organisation has secured £79,989 from Basingstoke and Deane Borough Council and £68,600 from Arts Council England.

It has approx 1.5 months running costs in free reserves and employs six members of staff.