

Existing Policies Equality Screening Exercise

Note: some text in this document has been set at font size 10 to ensure it can be printed out. Please increase the size of the font using your word processing software.

Name of Policy	SP	Race	Disability	Gender	Sexual Orientation	Religion and belief	Age	Public Concern
Architecture & Historic Environment								
Harry Reeves								
Heritage Protection Review White Paper LOW	3,4	0 - The Heritage Protection Review will affect the criteria for listing and scheduling buildings and monuments, policy on the marine environment and other aspects of the historic environment and is aimed at reducing the burdens of a complex bureaucratic system. These reforms have been open to previous public consultation. This group will not be differently affected.						0 – None raised.
PSA3 (Heritage Environment Participation) HIGH	1,2	3 - BME communities are a key priority group in the PSA3 target.	3 - Disabled people are a key priority group in the PSA3 target.	0 - There is no gender specification in the culture elements of the PSA3 target.	0 - There is no sexual orientation specification in the culture elements of the PSA3 target.	2 - No religion or belief element to the PSA3 target but relevant in as far as related to BME communities	0 - There is no age orientation specification in the culture elements of the PSA3 target	2 - Some concern about under-represented groups in heritage audiences.
Engaging Places Project LOW	1,2	0 - This project aims to support the use of the built and historic environment as a teaching resource across the curriculum, through resources for teachers and a website. This group will not be affected	0 - This project aims to support the use of the built and historic environment as a teaching resource across the curriculum, through resources for teachers and a website. This group	0 - This project aims to support the use of the built and historic environment as a teaching resource across the curriculum, through resources for teachers and a	0 - This project aims to support the use of the built and historic environment as a teaching resource across the curriculum, through resources for teachers and a website. This group	0 - This project aims to support the use of the built and historic environment as a teaching resource across the curriculum, through resources for teachers and a	2 - This project aims to support the use of the built and historic environment as a teaching resource across the curriculum, through resources for teachers and a website. This policy	0 – None raised.

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		differently.	will not be affected differently.	website. This group will not be affected differently.	will not be affected differently.	website. This group will not be affected differently.	will impact on built environment educators of all ages, and school aged children and young people	
Stonehenge Project MED	1,2	0- English Heritage, which manages the Stonehenge World Heritage site in partnership with the National Trust, operates a Race Equality Scheme. Diverse audiences will be catered for in aspects of planning the new Stonehenge Visitor Centre including interpretation materials.	0 - English Heritage operates a disability access policy. Access will be fully taken into account in the design of the new Visitor Centre and other access arrangements to the site.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - English Heritage, as guardian of the site, provides managed access to the site for people who wish to celebrate the Summer Solstice.	0 - Access will be fully taken into account in the design of the new Visitor Centre and other access arrangements to the site.	0 – None raised.
Royal, Ceremonial and State Funerals MED	2	0 - This group will not be affected differently.	2 - Access and facilities for the disabled are considered as part of the planning process for each event.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 – None raised.
Remembrance Day MED	2	0 - This group will not be affected differently.	2 - Access and facilities for the disabled are considered as part	0 - This group will not be affected differently.	0 - This group will not be affected differently.	2 - Not all faiths, or groupings within faiths, are represented at	0 - This group will not be affected differently.	1 - Individuals from particular faith and secular groups

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			of the planning process for each event.			the Ceremony. The range of religious groups represented at the Ceremony is considered in consultation with the DCLG Cohesion and Faiths Unit, the MOD and the Royal Household.		infrequently express their desire for additional groups to be represented.
Listing of Buildings of Special Architectural or Historic Interest MED	2	0 - The listing process is fully inclusive. Listing applications and representations relating to listing applications are accepted from anyone, regardless of race, religion, disability, age and gender.						0 – None raised.
Sponsorship and Reform of English Heritage HIGH	1,2,3,4	3 - English Heritage sites are seeking to engage with diverse audiences but BME groups are under-represented both in visitor figures and in the heritage workforce.	3 - English Heritage sites are seeking to engage with diverse audiences but people with disabilities are under-represented both in visitor figures and in the heritage workforce.	2 - Wider representation in terms of appointments and staff is being actively sought.	2 - Wider representation in terms of appointments and staff is being actively sought.	2 - Wider representation in terms of appointments and staff is being actively sought.	2 - Children under 16 have free entry with accompanying adult EH members.	2 - Some public concern about discriminatory practice.
Heritage Lottery Fund and Sponsorship of NHMF	1,2	3 - As a Lottery funding distributor the Heritage Lottery Fund has a focus on BME	2 - Wider representation in terms of appointments and	2 - Wider representation in terms of appointments	2 - Wider representation in terms of appointments and	2 - Wider representation in terms of appointments	2 - HLF funding supports children and young people (eg. through	2 - Some public concern about lack of access to funding by

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HIGH		users and potential users of heritage. Some concern about diversity of staff and public appointments.	staff is being actively sought.	and staff is being actively sought.	staff is being actively sought.	and staff is being actively sought.	"Young Roots")	community groups.
Skills and Workforce Development HIGH	2	3 - BME groups are underrepresented in the heritage workforce. The Heritage Lottery Fund has allocated £7m to fund 10 training bursary schemes. Some of these will aim to recruit underrepresented groups.	3 - People with disabilities are underrepresented in the heritage workforce. The Heritage Lottery Fund has allocated £7m to fund 10 training bursary schemes. Some of these will aim to recruit underrepresented groups.	3 - Women are underrepresented at higher levels of the heritage management workforce and in many skills areas.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	3 - The specialist heritage skills (eg masonry, thatching) workforce is aging and there are shortages in many specific skills. The HLF funded Skills Bursary schemes will help to recruit and train younger people.	0 – None raised.
2007 Bicentenary of the Abolition of the Slave Trade (Heritage) HIGH	2	3 - Heritage bodies involved in the project will seek to make events accessible and relevant to all, but this policy has particular interest within African and Caribbean communities. HLF are main source of funding.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	2 - Interest from churches and other Christian bodies to ensure that their role in bringing about abolition and in tackling continuing injustice is recognised	0 - This group will not be affected differently.	2 - Some concern to ensure equal access to opportunity and support.
Arts: Paul Kirkman								
Arts Award	1	1 - Aimed at all young	0 - Aimed at all	0 - Aimed at all	0 - Aimed at all	0 - Aimed at all	2 - Aimed at all	0 – None

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MED		people (between 11 and 25) irrespective of background. A support fund is being established for young people from disadvantaged backgrounds.	young people (between 11 and 25) irrespective of background,	young people (between 11 and 25) irrespective of background,	young people (between 11 and 25) irrespective of background,	young people (between 11 and 25) irrespective of background,	young people (between 11 and 25) irrespective of background,	raised.
PSA3 (Arts Participation) HIGH	1,2,3	3 - BME communities are a key priority group in the PSA3 target.	3 - Disabled people are a key priority group in the PSA3 target.	0 - There is no gender specification in the culture elements of the PSA3 target.	0 - There is no sexual orientation specification in the culture elements of the PSA3 target.	2 - No religion or belief element to the PSA3 target but relevant in as far as related to BME communities	1 - The cultural PSA3 target measures engagement among people over the age of 16.	1 - There have been a limited number of complaints about decibel, an Arts Council scheme aimed at promoting Black and Minority Ethnic art. Arts Council are discussing the issues involved directly with the Commission for Racial Equality.
Music Manifesto MED	1	0 - This group will not be affected differently.	1 - A number of disabled groups and organisations have signed up to the manifesto (e.g. Nordoff Robins	0 - This group will not be affected differently.	0 - This group will not be affected differently.	1 - Delivery agents will take into account religious beliefs where appropriate.	2 - This programme is targeted at all young people involved in music education.	0 – None raised.

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			music therapy)					
Cultural Leadership Programme MED	1	1 - Some activities could possibly be considered to be inappropriate for some racial groups (although no evidence of this) and one research report (NFER tracking study) indicated that within schools CPs tended to involve slightly better off children.	1 - CPs are inclusive of all groups and every CP area works with at least one provider of special educational needs.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	1 - Some activities could possibly be considered to be inappropriate for religious groups although there is little or no evidence to support this.	2 - This programme is targeted at children under 16 although parents are also included in the delivery of CPs.	1 - One piece of correspondence relating to lack of data on cultural diversity of funded projects.
Cultural Hubs (pilot programme) LOW	1	0 - Planning is designed to be inclusive of all groups of society and this is a condition in the Terms of Reference. This group will not be affected differently.						0 – None raised.
Cultural Leadership Programme MED	3,4	2 - The networking strand 'power brokers' affects BME leadership networks	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	2 - Strands aimed at developing leadership potential assume a relevant portfolio of experience.	0 – None raised.
Digitisation Agenda MED	1	0 - This group will not be affected differently.	2 - This programme will improve and open access to greater learning opportunities for those with a disability.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	1 - This programme will improve accessibility.	0 - None raised.

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Music and Dance Scheme MED	1	0 - This group will not be affected differently.	1 - Service providers will take into account users that have a disability	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	2 - Focus is on children and young people from 8 -19 years of age only with exceptional talent in music or dance.	0 - None raised.
Dance Review MED	1	0 - This group will not be affected differently.	1 - Service providers will take into account users that have a disability	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	2 - The review is looking at access to and provision of dance education both within and beyond the curriculum for all children and young people.	0 - None raised.
Broadcasting: Jon Zeff								
Communications Act 2003 MED	1,2,3	2 - Section 3(4)(L) Gives Ofcom the duty to have due regard to 'the different interests of persons in the different parts of the UK, of the different ethnic communities within the UK and of persons living in rural and in urban areas'. The Communications Act also required	2 - Section 3(4)(i) Gives Ofcom the duty to have due regard to the needs of persons with disabilities. The Act also required Ofcom to draw up a code for tv and radio standards in programmes. The code established prohibits	2 - Section 27 gives Ofcom the duty to promote equality of opportunity on the basis of gender, race and disability, for employment and training in television and radio services. The	2 - Section 27 gives Ofcom the duty to promote equality of opportunity on the basis of gender, race and disability, for employment and training in television and radio services. Although this does not include sexual orientation, section	2 - Section 27 gives Ofcom the duty to promote equality of opportunity on the basis of gender, race and disability, for employment and training in television and radio services. Although this	2 - Section 3(4) (h) and (i) give Ofcom the duty to have due regard to the 'vulnerability of children' and 'the needs of the elderly'. Legislation requires broadcasters to meet minimum targets for subtitling and, on their digital	2 - There has been concern about the representation of the various minority groups in TV & radio programmes, their employment levels in the TV and radio industry, and

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		<p>Ofcom to draw up a code for tv and radio standards in programmes. The code established prohibits discriminatory treatment or language on the grounds of age, disability, gender, race, religion, beliefs and sexual orientation. Furthermore, the code prohibits the inclusion of material likely to encourage or incite the commission of crime or lead to disorder. Section 27 gives Ofcom the duty to promote equality of opportunity on the basis of gender, race and disability, for employment and training in television and radio services.</p>	<p>discriminatory treatment or language on the grounds of age, disability, gender, race, religion, beliefs and sexual orientation. Section 27 of the Act gives Ofcom the duty to promote equality of opportunity on the basis of gender, race and disability, for employment and training in television and radio services. Section 303 of the Communications Act requires broadcasters to meet minimum targets for subtitling and, on their digital services, signing and audio description of their programmes.</p>	<p>Communications Act also required Ofcom to draw up a code for tv and radio standards in programmes. The code established prohibits discriminatory treatment or language on the grounds of age, disability, gender, race, religion, beliefs and sexual orientation. Furthermore, the code prohibits the inclusion of material likely to encourage or incite the commission of crime or lead to disorder.</p>	<p>27(6) does say that the Secretary of State may by order amend this to cover 'any other form of equality of opportunity that he considers appropriate.' The Communications Act also required Ofcom to draw up a code for tv and radio standards in programmes. The code established prohibits discriminatory treatment or language on the grounds of age, disability, gender, race, religion, beliefs and sexual orientation. Furthermore, the code prohibits the inclusion of material likely to encourage or incite the commission of crime or lead to disorder.</p>	<p>does not include religion and belief, section 27(6) does say that the Secretary of State may by order amend this to cover 'any other form of equality of opportunity that he considers appropriate.' The Communications Act also required Ofcom to draw up a code for tv and radio standards in programmes. The code established prohibits discriminatory treatment or language on the grounds of age, disability, gender, race, religion, beliefs and sexual orientation. In addition, the code also sets out a</p>	<p>services, signing and audio description of their programmes.</p>	<p>treatment in content issues. That is why the Communications Act included these provisions. DCMS also encouraged broadcasters to establish the Cultural Diversity Network.</p>

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						<p>requirement on broadcasters to ensure that the religious views and beliefs of those belonging to a particular religion or religious denomination must not be subject to abusive treatment. Furthermore, the code prohibits the inclusion of material likely to encourage or incite the commission of crime or lead to disorder. Religious broadcasters can hold a range of licences - cable, satellite, radio restricted service licences, local analogue radio licences, local and national</p>		

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						digital radio and digital terrestrial television licences, as well as TV restricted services. The only remaining significant restrictions relate to the three national analogue radio licences, the TV analogue licences held by channels 3, 4 and 5, and radio and TV multiplex licences. There are no restrictions on the broadcasting of religious material, providing it is consistent with regulators' guidelines.		
BBC Charter Agreement MED	1,2,3	2 - Public consultation prior to the Green Paper showed that most people thought the BBC 'good at representing cultural	2 - The public consultations prior to the Green and White Papers did not generate any comments from members of the	2 - The public consultations prior to the Green and White papers did not generate any comments from members of	2 - The public consultations prior to the Green and White Papers did not generate any comments from members of the	2 - The public consultations prior to the Green and White Papers did not generate any comments from	2 - The public consultations prior to the Green and White Papers did not generate any comments from members of the	2 - There has been concern about the representation of the various minority groups in TV & radio

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		<p>diversity.’ However, there was a view put forward by some organisations representing minority groups that it was important to capture the BBC’s duty to represent and engage with a wide range of social, cultural and geographic groupings. DCMS has reflected this view by creating a new public purpose for the BBC to “represent the nations, regions and communities of the UK.” Paragraph 81 of the Agreement accompanying the BBC charter requires the BBC to make arrangements for promoting equality of opportunity between employees of different racial groups.</p>	<p>public on this issue. However, it is important to capture the BBC’s duty to represent and engage with a wide range of social, cultural and geographic groupings. DCMS has reflected this view by creating a new public purpose for the BBC to “represent the nations, regions and communities of the UK.” And there are specific provisions for disability in the Agreement accompanying the BBC Charter. Paragraph 13(1)(b) says that the BBC must not charge for assistance such as sub-titling, audio-description or signing provided for disabled people in any of its services.</p>	<p>the public on this issue. However, it is important to capture the BBC’s duty to represent and engage with a wide range of social, cultural and geographic groupings. DCMS has reflected this view by creating a new public purpose for the BBC to “represent the nations, regions and communities of the UK”. Paragraph 81 of the Agreement accompanying the BBC charter requires the BBC to make arrangements for promoting equality of opportunity between male and female employees.</p>	<p>public on this issue. However, it is important to capture the BBC’s duty to represent and engage with a wide range of social, cultural and geographic groupings. DCMS has reflected this view by creating a new public purpose for the BBC to “represent the nations, regions and communities of the UK.”</p>	<p>members of the public on this issue. However, it is important to capture the BBC’s duty to represent and engage with a wide range of social, cultural and geographic groupings. DCMS has reflected this view by creating a new public purpose for the BBC to “represent the nations, regions and communities of the UK.”</p>	<p>public on this issue. However, it is important to capture the BBC’s duty to represent and engage with a wide range of social, cultural and geographic groupings. DCMS has reflected this view by creating a new public purpose for the BBC to “represent the nations, regions and communities of the UK.”</p>	<p>programmes, their employment levels in the TV and radio industry, and treatment in content issues.</p>

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			Paragraph 83(c) says that the BBC Executive Board must make arrangements to promote the equalisation of opportunities for its disabled employees.					
BBC License Fee MED	1,2,3	2 - Because the licence fee is flat rate, there is potential to impact disproportionately on lower income ethnic groups and socio-economic groups more widely.	2 - Because the licence fee is flat rate, there is potential to impact disproportionately on lower income ethnic groups and socio-economic groups more widely.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	2 - Because the licence fee is flat rate, there is potential to impact disproportionately on lower income ethnic groups and socio-economic groups more widely.	1 - There's a general concern about the regressiveness of the licence fee because it is a flat rate it may impact disproportionately on some groups. However, feedback from public consultation was that the licence fee is the preferred method of funding and the Government has committed

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								to a licence fee until at least 2016.
Digital TV Switchover HIGH	1,2,3	2 - Switchover will involve a high level of publicity and targeted help schemes. Whilst these are aimed at vulnerable groups, there could be the potential for racial groups to be excluded via language barriers. Digital UK (a non-profit organisation set up at the request of the Government) has made commitments to providing information on switchover in other languages.	3 - There is clear evidence that people with disabilities are particularly likely to face practical difficulties in obtaining, installing and beginning to use digital equipment. The BBC are required to establish and fund a targeted help scheme for households where one person is over 75 or had a significant disability (in receipt of Disability Living Allowance, Attendance Allowance or registered blind or partially-sighted).	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	3 - There is clear evidence that those aged 75 and over are particularly likely to face practical difficulties in obtaining, installing and beginning to use digital equipment. The BBC are required to establish and fund a targeted help scheme for households where one person is over 75.	1 - There has been concern over the potential impact on the elderly and disabled people. DCMS & Digital UK have been working closely with charities and representative groups, manufacturers and retailers, to ensure that any such impact is minimised.
Audiovisual Media Services Directive LOW	3	1 - In revising the Television Without Frontiers Directive, the UK is content with	1 - In revising the Television Without Frontiers Directive, the UK is content	1 - In revising the Television Without Frontiers Directive, the UK	1 - In revising the Television Without Frontiers Directive, the UK is content	1 - In revising the Television Without Frontiers Directive, the UK	1 - In revising the Television Without Frontiers Directive, the UK is content	1 - Higher concern in other European member states.

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		a Directive which ensures member states stop television broadcasts making any incitement to hatred for the above six groups and ensures on-demand services (such as video on demand) do not contain any incitement to hatred based on racial or ethnic origin.	with a Directive which ensures member states stop television broadcasts making any incitement to hatred for the above six groups.	is content with a Directive which ensures member states stop television broadcasts making any incitement to hatred for the above six groups.	with a Directive which ensures member states stop television broadcasts making any incitement to hatred for the above six groups.	is content with a Directive which ensures member states stop television broadcasts making any incitement to hatred for the above six groups.	with a Directive which ensures member states stop television broadcasts making any incitement to hatred for the above six groups.	(For example in small countries who feel their culture is threatened by foreign companies broadcasting into their country). The UK will need to bear these issues in mind as we continue negotiations over the Directive.
Community Radio MED	1,2,3	2 - The aim is to encourage the development of a wide range of community radio stations that will be socially inclusive. Some of these stations already focus on addressing the needs of ethnic communities such as New Style Radio and Desi Radio.	2 - The aim is to encourage the development of a wide range of community radio stations that will be socially inclusive. Some of these stations already focus on addressing the needs of communities with disabilities such as VIP on-air.	2 - The aim is to encourage the development of a wide range of community radio stations that will be socially inclusive.	2 - The aim is to encourage the development of a wide range of community radio stations that will be socially inclusive.	2 - The aim is to encourage the development of a wide range of community radio stations that will be socially inclusive. Some of these stations already serve particular religious communities, such as Cross Rhythms.	2 - The aim is to encourage the development of a wide range of community radio stations that will be socially inclusive. Some of these stations already focus on addressing the needs of communities with disabilities such as Angel FM.	0 – None raised.

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S4C Grant in Aid MED	2,3	2 - We no supporting evidence for this area and so must assume some impact.	2 - We no supporting evidence for this area and so must assume some impact.	2 - We no supporting evidence for this area and so must assume some impact.	2 - We no supporting evidence for this area and so must assume some impact.	2 - We no supporting evidence for this area and so must assume some impact.	2 - We no supporting evidence for this area and so must assume some impact.	0 – None raised.
Creative Industries: Phil Clapp								
Film Tax LOW	4	0 - Film tax relief is designed to create a sustainable British film industry and support both large and small budget films made by established and up and coming film makers.						0 – None raised..
Film Co-production Treaties MED	4	2 - May provide greater job opportunities to those with ties to those countries the UK has treaties with, and will create access for all to more diverse cultural products.	0 - These treaties apply to the film industries in the UK and the opportunities depend on relevant skills regardless of disability.	0 - These treaties apply to the film industries in the UK and the opportunities depend on relevant skills regardless of gender.	0 - These treaties apply to the film industries in the UK and the opportunities depend on relevant skills regardless of sexual orientation.	1 - These treaties apply to the film industries in the UK and the opportunities depend on relevant skills regardless of religion and belief; though there may be a small impact through the related issue of race.	0 - These treaties apply to the film industries in the UK and the opportunities depend on relevant skills regardless of age.	
Creative Industries Exports MED	3,4	2 - We have no supporting evidence for this area and so must assume some impact.						0 – None raised.
Live Music Forum LOW	1,2,3	0 - The Forum membership was agreed to reflect the diversity of live music sector and the ongoing consultations have involved broad range of stakeholders.						0 – None raised.
Skills and	3,4	2 - Our sector skills	2 - People with	2 - Women are	0 - This group will	0 - Our sector	2 - Our sector skills	0 – None

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Education MED		councils are actively encouraging the take-up of the 14-19 (year old) Creative and Media Diploma by disadvantaged and underrepresented groups.	disabilities are less likely to hold qualifications.	under represented in the creative industries and this issue is being looked at by SSCs.	not be affected differently.	skills councils are actively encouraging the take-up of the 14-19 (year old) Creative and Media Diploma by disadvantaged and underrepresented groups.	councils are actively encouraging the take-up of the 14-19 (year old) Creative and Media Diploma by disadvantaged and underrepresented groups.	raised.
Media Programme LOW	4	0 - This is an EU funding programme therefore must comply with all EU anti-discrimination legislation and guidelines.						0 – none raised.
Film, DVD and Computer Game Classification LOW	1,3,4	0 - The guidelines and legislation apply equally to all groups except under 18s.	0 - The guidelines and legislation apply equally to all groups except under 18s.	0 - The guidelines and legislation apply equally to all groups except under 18s.	0 - The guidelines and legislation apply equally to all groups except under 18s.	0 - The guidelines and legislation apply equally to all groups except under 18s.	2 - Films, videos and computer games are considered against a set of guidelines and given an age-related classification. This measure is intended to protect young people from exposure to inappropriate material.	0 - Any concern raised is that the age restrictions are not severe enough
Culture Directorate Development Team: Alan Davey								
Public Value LOW	1,2,3,4	1 - Developing and implementing a public value framework will enable organisations to better understand, respond to and influence all citizens' expectations.						0 – None raised,
National &	2	2 - Links to wider	0 - This group will	0 - This group will	0 - This group will	2 - Links to wider	0 - This group will	0 – None

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Community Identity MED		identity issues within BME communities.	not be affected differently.	not be affected differently.	not be affected differently.	identity issues within faith communities.	not be affected differently.	raised.
PSA3 (Cross-cutting Participation) HIGH	3	3 - BME communities are a key priority group in the PSA3 target.	3 - Disabled people are a key priority group in the PSA3 target.	0 - There is no gender specification in the culture elements of the PSA3 target.	0 - There is no sexual orientation specification in the culture elements of the PSA3 target.	2 - No religion or belief element to the PSA3 target but relevant in as far as related to BME communities	0 - There is no age orientation specification in the culture elements of the PSA3 target	2 - Public concern that previous initiatives have failed to maximise the demand for cultural opportunities amongst priority groups.
South Bank Centre Re-development MED	2	0 - The refurbishment of the South Bank Centre will provide a world-class cultural organisation that is relevant and accessible to everyone. This group will not be affected differently.	2 - Access issues have been widely considered and included in plans for the refurbishment.	0 - The refurbishment of the South Bank Centre will provide a world-class cultural organisation that is relevant and accessible to everyone. This group will not be affected differently.	0 - The refurbishment of the South Bank Centre will provide a world-class cultural organisation that is relevant and accessible to everyone. This group will not be affected differently.	0 - The refurbishment of the South Bank Centre will provide a world-class cultural organisation that is relevant and accessible to everyone. This group will not be affected differently.	2 - Access issues have been widely considered and included in plans for the refurbishment.	0 – None raised.
Response to the Mayor's Commission Report on African and Asian	2	3 - BME communities are at centre the centre of this work but it is intended to include all.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	2 - In so far as this relates to African and Asian communities.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	2 - Some concern to ensure equal access to opportunity and

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Heritage (London) HIGH								support.
Government Art Collection: Penny Johnson								
Display of Works MED	3	0 - This group will not be affected differently.	2 - The GAC provides displays of works of art to a large number of UK Government buildings in the UK and abroad. The GAC cannot guarantee the access provision to those buildings for disabled people. However, access to the works of art themselves is taken into account with new commissions and purchases.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	1 - One artist has suggested that his works of art should be placed in specific buildings / locations due to religious links (the country of origin of that artist). This is taken into account when assessing future displays but is only one area out of many considerations.
Purchase of Works LOW	3	1 - The Collection has been growing since 1896 with British works of art sourced from OGD's, acquisitions, donations and a limited number of loans. Due to the	0 - This is not a factor in deciding if a work of art should be considered for purchase.	0 - This is not a factor in deciding if a work of art should be considered for purchase.	0 - This is not a factor in deciding if a work of art should be considered for purchase.	0 - This is not a factor in deciding if a work of art should be considered for purchase.	0 - This is not a factor in deciding if a work of art should be considered for purchase.	1 - Works of art are purchased under the advice of the Advisory Committee on the Government Art Collection

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		<p>historic nature of the Collection the representation is primarily white, male and European. However, as the Collection is developing and growing through the current acquisition of contemporary art, this representation is changing.</p>						<p>which considers a number of factors. An artist who feels that their work should be purchased primarily because they represent a certain racial group will not be successful solely on this factor. Merit of the work of art is the most important consideration together with suitability for display in our locations.</p>
Gambling: Andy McLellan								
<p>Implementation of the Gambling Act 2005</p> <p>MED</p>	3	<p>2 - Racial groups have different gambling traditions. This diversity must be taken into account in implementing the Act (by DCMS, the Gambling</p>	<p>0 - This group will not be affected differently.</p>	<p>1 - There has been some evidence that problem gambling is growing at a faster rate among women than</p>	<p>0 - This group will not be affected differently.</p>	<p>0 - This group will not be affected differently.</p>	<p>2 - Protecting young people from the potential harm associated with gambling is one of the licensing objectives of the Gambling Act 2005,</p>	<p>0 - We have consulted widely with all stakeholders including faith and community groups, but their have been</p>

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		Commission and licensing authorities) so as not to inadvertently discriminate. A Prevalence Study is being undertaken by the Commission and is due to report towards the end of 2007.		among men. This is something that we will continue to monitor through the Gambling Commission's prevalence studies to ensure that it is adequately reflected in our policies.			and the top priority of Ministers in terms of implementation of the Act. The Act and secondary legislation imposes extensive restrictions on young people's ability to gamble. Ministers and Parliament have taken the view that these restrictions are proportionate to the risks associated with gambling.	no discriminatory or equality issues raised.
Maintain Current Gambling System LOW	3	0 - The current system will be changed following the implementation of the Gambling Act in September 2007.						0 – None raised.
Sale of the Tote LOW	3	0 - The proposed sale of the Tote will not change the product for the public.						0 – None raised.
Changes to the Horseracing Betting Levy LOW	3	0 - The proposed changes to the levy are purely administrative.						0 – None raised.
Maintain National Lottery	3	0 - This group will not be affected differently.	0 - This group will not be affected differently. Lottery	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	2 - Illegal for under-16s to play Lottery - not discrimination	0 – None raised.

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LOW			tickets are available at a very wide range of monitored retailers, some 28,000 across the UK, which allows maximum access on all days of the week. Lottery games are also available via remote channels e.g. internet, interactive TV, mobile phones.				but statutory protection. National Lottery Commission, the regulator, must ensure operator prevents under-age play e.g. via Camelot's Operation Child (random test visits to retailers, under '3 strike and out' system). Recent NLC research shows decline in under-age participation since 2000, despite increased remote play opportunities.	

Lottery Distribution and Communities: Simon Broadley

Name of Policy	SP	Race	Disability	Gender	Sexual Orientation	Religion and belief	Age	Public Concern
NLDF Balance Management	4	2 - We have no supporting evidence for this area and so must assume some impact.						0 – None raised.
MED								
Millennium Commission Dissolution	4	2 - We have no supporting evidence for this area and so must assume some impact.						0 – None raised.

Name of Policy	SP	Race	Disability	Gender	Sexual Orientation	Religion and belief	Age	Public Concern
MED								
Distributors' Accounts and Finance Guidance MED	4	2 - We have no supporting evidence for this area and so must assume some impact.						0 – None raised.
Review of Policy Directions MED	1,2	2 - Our aim is to ensure that we proactively meet the needs of as wide and diverse a population as we can.						0 – None raised.
Promotion of Lottery Good Causes MED	1,2	2 - Need to ensure public involvement and promotion work reaches widely as all races benefit from Lottery funding.	2 - Need to ensure public involvement and promotion work reaches widely as people with disabilities benefit from Lottery funding.	2 - Need to ensure public involvement and promotion work reaches widely as all genders benefit from Lottery funding.	2 - Need to ensure public involvement and promotion work reaches widely as Lottery funding benefits people of different sexual orientations.	2 - Need to ensure public involvement and promotion work reaches widely as most religions benefit from Lottery funding. We are aware of those religions and beliefs (e.g. some branches of the Islamic faith and Quakers) that are unable to accept Lottery funding on moral grounds. This is an individual choice and DCMS would not seek to influence	2 - Need to ensure public involvement and promotion work reaches widely as all age groups benefit from Lottery funding.	0 – None raised.

Name of Policy	SP	Race	Disability	Gender	Sexual Orientation	Religion and belief	Age	Public Concern
						or interfere in such decisions.		
Big Lottery Reform MED	1,2,4	2 - Our aim is to ensure that we proactively meet the needs of as wide and diverse a population as we can.						0 – None raised.
VCS Project MED	2	2 - Our aim is to ensure that we proactively meet the needs of as wide and diverse a population as we can.						0 – None raised.
Local, Regional and International: Simon Broadley								
Promoting DCMS objectives to local and regional agencies and other governments. MED	1,2,3,4,5	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	0 – None raised.
Efficiency Programme in Local Government MED	4	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	0 – None raised.
China-UK initiative MED	1,2,3,4,5	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	0 – None raised.
Improving Local Government Performance in	1,2,3	2 - Our aim is to help local government serve a wide and	2 - Our aim is to help local government serve	2 - Our aim is to help local government	2 - Our aim is to help local government serve	2 - Our aim is to help local government	2 - Our aim is to help local government serve	0 – None raised.

Name of Policy	SP	Race	Disability	Gender	Sexual Orientation	Religion and belief	Age	Public Concern
Cultural and Leisure Services MED		diverse population effectively.	a wide and diverse population effectively.	serve a wide and diverse population effectively.	a wide and diverse population effectively.	serve a wide and diverse population effectively.	a wide and diverse population effectively.	
Local Communities Engagement Project MED	1,2,3,4,5	2 - Directors have had diversity training and are committed to meeting as wide a range of people as possible in developing local and regional contacts.	2 - Directors have had diversity training and are committed to meeting as wide a range of people as possible in developing local and regional contacts.	2 - Directors have had diversity training and are committed to meeting as wide a range of people as possible in developing local and regional contacts.	2 - Directors have had diversity training and are committed to meeting as wide a range of people as possible in developing local and regional contacts.	2 - Directors have had diversity training and are committed to meeting as wide a range of people as possible in developing local and regional contacts.	2 - Directors have had diversity training and are committed to meeting as wide a range of people as possible in developing local and regional contacts.	0 – None raised.
International Strategy MED	1,2,3,4,5	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	0 – None raised.
Culture and Sustainable Communities HIGH	2	3 - The programme will involve targeting ethnic priority groups under PSA targets on increasing participation.	3 - The programme will involve targeting people with disabilities under PSA targets on increasing participation.	3 - The programme will involve targeting females in sport under PSA targets on increasing participation.	0 - This group will not be affected differently	0 - This group will not be affected differently	3 - The programme will involve targeting young people and older people under PSA targets on increasing participation.	0 – None raised.
Improving Opportunity, Strengthening Society	2	3 - The programme will involve targeting ethnic priority groups to ensure that a person's ethnicity is	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	3 - The programme will involve targeting faith priority groups.	0 - This group will not be affected differently.	1 - We are aware of general concern about the approach to

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HIGH		not a barrier to their success.						tackling extremism, rather than culture specific concerns.
Older People MED	2	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	3 - Specifically focussed at older people. This is Government's strategy for an ageing society. The strategy aims to end the perception of older people as dependent; ensure that longer life is healthy and fulfilling; and that older people are full participants in society.	1 - Some specific concern from organisations representing older people that older people and positive activities is not high on the Government's agenda.
Together We Can MED	1,2	0 - 'Together We Can' sets out the Government's commitment to empower citizens to work with public bodies to set and achieve common goals. This group will not be affected differently.	0 - 'Together We Can' sets out the Government's commitment to empower citizens to work with public bodies to set and achieve common goals. This group will not be affected differently.	0 - 'Together We Can' sets out the Government's commitment to empower citizens to work with public bodies to set and achieve common goals. This group will not be affected differently.	0 - 'Together We Can' sets out the Government's commitment to empower citizens to work with public bodies to set and achieve common goals. This group will not be affected differently.	0 - 'Together We Can' sets out the Government's commitment to empower citizens to work with public bodies to set and achieve common goals. This group will not be affected differently.	2 - 'Together We Can' sets out the Government's commitment to empower citizens to work with public bodies to set and achieve common goals. There is a particular focus on youth engagement in local community.	0 – None raised.

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Cleaner, Safer, Greener MED	2	0 - CSG is about creating quality spaces in which people want to live and can be proud - and which others will respect. It will therefore hopefully have a positive impact on all groups of society.	2 - CSG is about creating quality spaces in which people want to live and can be proud - and which others will respect. It will therefore hopefully have a positive impact on all groups of society. Access issues will be taken into account when designing and/or improving public spaces.	0 - CSG is about creating quality spaces in which people want to live and can be proud - and which others will respect. It will therefore hopefully have a positive impact on all groups of society.	0 - CSG is about creating quality spaces in which people want to live and can be proud - and which others will respect. It will therefore hopefully have a positive impact on all groups of society.	0 - CSG is about creating quality spaces in which people want to live and can be proud - and which others will respect. It will therefore hopefully have a positive impact on all groups of society.	2 - CSG is about creating quality spaces in which people want to live and can be proud - and which others will respect. It will therefore hopefully have a positive impact on all groups of society. Access issues will be taken into account when designing and/or improving public spaces.	0 – None raised.
Museums, Libraries and Cultural Properties: (vacant)								
PSA3 (Museums Participation) HIGH	2	3 - BME communities are a key priority group in the PSA3 target.	3 - Disabled people are a key priority group in the PSA3 target.	0 - There is no gender specification in the culture elements of the PSA3 target.	0 - There is no sexual orientation specification in the culture elements of the PSA3 target.	2 - No religion or belief element to the PSA3 target but relevant in as far as related to BME communities	0 - There is no age orientation specification in the culture elements of the PSA3 target	1 - Some concern about under-represented groups in museum audiences.
Museums Efficiency Project MED	1,2,3,4	2 - Museums have been tasked with finding cost savings across the board. This could have an indirect affect on diverting resources away from outreach	2 - Museums have been tasked with finding cost savings across the board. This could have an indirect affect on diverting resources away from outreach	0 - This group will not be affected differently.	0 - This group will not be affected differently.	2 - Museums have been tasked with finding cost savings across the board. This could have an indirect affect on diverting	2 - Museums have been tasked with finding cost savings across the board. This could have an indirect affect on diverting resources away from outreach	0 – None raised.

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		projects and services.	projects and services.			resources away from outreach projects and services.	projects and services.	
Reform of Museums, Libraries and Archives Council (MLA) MED	4	2 - Concerned with change management at an NDPB. Diversity in terms of next round of trustee appointments raised in a Peer Review.	2 - Concerned with change management at an NDPB. Diversity in terms of next round of trustee appointments raised in a Peer Review.	2 - Concerned with change management at an NDPB. Diversity in terms of next round of trustee appointments raised in a Peer Review.	2 - Concerned with change management at an NDPB. Diversity in terms of next round of trustee appointments raised in a Peer Review.	2 - Concerned with change management at an NDPB. Diversity in terms of next round of trustee appointments raised in a Peer Review.	2 - Concerned with change management at an NDPB. Diversity in terms of next round of trustee appointments raised in a Peer Review.	0 – None raised.
Transfer of Treasure Functions to British Museum LOW	4	0 - This issue simply concerns the transfer of administrative functions from one organisation to another.	0 - This issue simply concerns the transfer of administrative functions from one organisation to another.	0 - This issue simply concerns the transfer of administrative functions from one organisation to another.	0 - This issue simply concerns the transfer of administrative functions from one organisation to another.	0 - This issue simply concerns the transfer of administrative functions from one organisation to another.	0 - This issue simply concerns the transfer of administrative functions from one organisation to another.	0 – None raised.
Public Libraries MED	1,2,4	2 - A central part of 'Framework for the Future' is about community engagement. This policy encourages public libraries to serve all parts of their communities, identifying their needs and providing services to meet	2 - A central part of 'Framework for the Future' is about community engagement. This policy encourages public libraries to serve all parts of their communities, identifying their needs and providing services	2 - A central part of 'Framework for the Future' is about community engagement. This policy encourages public libraries to serve all parts of their communities, identifying their	2 - A central part of 'Framework for the Future' is about community engagement. This policy encourages public libraries to serve all parts of their communities, identifying their needs and providing services	2 - A central part of 'Framework for the Future' is about community engagement. This policy encourages public libraries to serve all parts of their communities, identifying their	2 - A central part of 'Framework for the Future' is about community engagement. This policy encourages public libraries to serve all parts of their communities, identifying their needs and providing services	0 – None raised.

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		them.	to meet them.	needs and providing services to meet them.	to meet them.	needs and providing services to meet them.	to meet them.	
Understanding The Future HIGH	1,2,4	3 - This is a consultation document which focuses on BME users, potential users of museums and the future development of the museums workforce. A series of seminars are currently being planned one of which will focus on workforce diversity and equality.	3 - This is a consultation document which focuses on potential users of museums and the future development of the museums workforce. A series of seminars are currently being planned one of which will focus on workforce diversity and equality.	3 - This is a consultation document which focuses on potential users of museums and the future development of the museums workforce. A series of seminars are currently being planned one of which will focus on workforce diversity and equality.	3 - This is a consultation document which focuses on potential users of museums and the future development of the museums workforce. A series of seminars are currently being planned one of which will focus on workforce diversity and equality.	3 - This is a consultation document which focuses on potential users of museums and the future development of the museums workforce. A series of seminars are currently being planned one of which will focus on workforce diversity and equality.	3 - This is a consultation document which focuses on potential users of museums and the future development of the museums workforce. A series of seminars are currently being planned one of which will focus on workforce diversity and equality.	0 – None raised.
Contribution to Comprehensive Spending Review MED	1,2,4	2 - Museums could have budgets cut under the CSR which could have an indirect affect on diverting resources away from outreach projects and services.	2 - Museums could have budgets cut under the CSR which could have an indirect affect on diverting resources away from outreach projects and services.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	2 - Museums could have budgets cut under the CSR which could have an indirect affect on diverting resources away from outreach projects and services.	2 - Museums could have budgets cut under the CSR which could have an indirect affect on diverting resources away from outreach projects and services.	0 – None raised.

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Collections Mobility LOW	1,2	0 - The issue concerns loaned cultural objects from museums in all overseas countries. Mobility of objects will be increased due to a reduction in bureaucracy and the setting up of new groups and networks. An indirect effect will be to increase the number of exchanges and works of art accessible to all groups of society.	1 - The issue concerns loaned cultural objects from museums in all overseas countries. Mobility of objects will be increased due to a reduction in bureaucracy and the setting up of new groups and networks. An indirect effect will be to increase the number of exchanges and works of art accessible to all groups of society.	0 - The issue concerns loaned cultural objects from museums in all overseas countries. Mobility of objects will be increased due to a reduction in bureaucracy and the setting up of new groups and networks. An indirect effect will be to increase the number of exchanges and works of art accessible to all groups of society.	0 - The issue concerns loaned cultural objects from museums in all overseas countries. Mobility of objects will be increased due to a reduction in bureaucracy and the setting up of new groups and networks. An indirect effect will be to increase the number of exchanges and works of art accessible to all groups of society.	0 - The issue concerns loaned cultural objects from museums in all overseas countries. Mobility of objects will be increased due to a reduction in bureaucracy and the setting up of new groups and networks. An indirect effect will be to increase the number of exchanges and works of art accessible to all groups of society.	1 - The issue concerns loaned cultural objects from museums in all overseas countries. Mobility of objects will be increased due to a reduction in bureaucracy and the setting up of new groups and networks. An indirect effect will be to increase the number of exchanges and works of art accessible to all groups of society.	0 – None raised.
Implementing the Hague Convention LOW	2	1 - The Hague Convention uses the existing listing system in times of conflict to determine what should receive protection. The listing system may be perceived as being insufficiently sensitive to the cultural heritage of some	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	1 - The Hague Convention uses the existing listing system to determine what should receive protection. The listing system may be perceived as being insufficiently sensitive to the	0 - This group will not be affected differently.	1 - We have received one letter saying that the central mosque in Birmingham should receive protection under the Convention. However, it is not a listed

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		ethnic groups.				cultural heritage of some faith groups.		building and so will not be covered by the Convention.
Contribution to Local Authority Efficiency Project LOW	4	1 - Library authorities are delivering Gershon efficiencies across the board, and we are encouraging them to pump savings back to deliver front line services.	1 - Library authorities are delivering Gershon efficiencies across the board, and we are encouraging them to pump savings back to deliver front line services.	1 - Library authorities are delivering Gershon efficiencies across the board, and we are encouraging them to pump savings back to deliver front line services.	1 - Library authorities are delivering Gershon efficiencies across the board, and we are encouraging them to pump savings back to deliver front line services.	1 - Library authorities are delivering Gershon efficiencies across the board, and we are encouraging them to pump savings back to deliver front line services.	1 - Library authorities are delivering Gershon efficiencies across the board, and we are encouraging them to pump savings back to deliver front line services.	0 – None raised.
Sponsorship of National Museums HIGH	1,2,3,4	3 - National museums are free at the point of entry for all, and seek to engage with diverse audiences but BME groups are under-represented.	3 - National museums are free at the point of entry for all, and seek to engage with diverse audiences but disabled people are under-represented.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	1 - Funding Agreements now enforce the need for museums to promote access to all groups. More needs to be done to promote attendance at museums by people from BME and other backgrounds, but public

Name of Policy	SP	Race	Disability	Gender	Sexual Orientation	Religion and belief	Age	Public Concern
								concern about explicitly discriminatory practices is low.
Sponsorship of British Library MED	1,2,4	2 - Officials are currently working with the BL to increase diversity on their board.	2 - Officials are currently working with the BL to increase diversity on their board.	2 - Officials are currently working with the BL to increase diversity on their board.	2 - Officials are currently working with the BL to increase diversity on their board.	2 - Officials are currently working with the BL to increase diversity on their board.	2 - Officials are currently working with the BL to increase diversity on their board.	0 – None raised.
Sponsorship of MLA and regional museums HIGH	1,2,4	3 - There is a focus on BME users written into funding agreements.	3 - There is a focus on disabled users and potential users of museums in funding agreements.	0 - There is a focus on every potential user of museums in funding agreements.	0 - There is a focus on every potential user of museums in funding agreements.	0 - There is a focus on every potential user of museums in funding agreements.	0 - There is a focus on every potential user of museums in funding agreements.	0 – None raised.
Spoliation Advisory Panel MED	2	2 - The policy allows anyone to make a claim to the Panel. However, claimants have been and continue to be mainly Jewish families.	0 - All groups of society who have a valid claim can apply to the panel.	0 - All groups of society who have a valid claim can apply to the panel.	0 - All groups of society who have a valid claim can apply to the panel.	2 - The policy allows anyone to make a claim to the Panel. However, claimants have been and continue to be mainly Jewish families.	0 - All groups of society who have a valid claim can apply to the panel.	0 – None raised.
Treasure Valuation Committee (TVC) LOW	2	0 - The TVC's functions is to determine a fair market valuation for items of treasure. It does this without knowledge of the	0 - The TVC's functions is to determine a fair market valuation for items of treasure. It does this without knowledge of the	0 - The TVC's functions is to determine a fair market valuation for items of treasure. It does this without	0 - The TVC's functions is to determine a fair market valuation for items of treasure. It does this without knowledge of the	0 - The TVC's functions is to determine a fair market valuation for items of treasure. It does this without	0 - The TVC's functions is to determine a fair market valuation for items of treasure. It does this without knowledge of the	0 – None raised

Name of Policy	SP	Race	Disability	Gender	Sexual Orientation	Religion and belief	Age	Public Concern
		finder's status.	finder's status.	knowledge of the finder's status.	finder's status.	knowledge of the finder's status.	finder's status.	
Policy Oversight of MLA Cultural Property Functions LOW	3	0 - These functions relate to cultural objects, irrespective of who owns them.	0 - These functions relate to cultural objects, irrespective of who owns them.	0 - These functions relate to cultural objects, irrespective of who owns them.	0 - These functions relate to cultural objects, irrespective of who owns them.	0 - These functions relate to cultural objects, irrespective of who owns them.	0 - These functions relate to cultural objects, irrespective of who owns them.	0 – none raised.
Strategic Commissioning of Education Projects MED	1,2	2 - Museums have been conducting outreach work with asylum seekers and refugees in six cities and also education projects across England designed to promote greater cultural awareness among young people.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	2 - Museums have been conducting outreach work with asylum seekers and refugees in six cities.	2 - Museums have conducted outreach work with older people from local communities in North East London and also intergenerational learning work in the North West and London.	0 – None raised.
Workforce Development HIGH	2	3 - DCMS is supporting 'positive action' and leadership training schemes to encourage more BME representation. We are beginning to address issue of poor workforce data with our partners. A 2003 report found that less than 4% of London's museums workforce were from BME	3 - MLA supporting programmes to ensure disabled people better represented in the museums workforce.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	1 - Concern among museums professionals about under representation of BME groups. One or two articles from white graduates expressing envy at the financial help

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		communities compared to 27% for London as a whole; another that (for 1998) while 7% of the UK workforce was from a BME background, under 2% of curators working on care and interpretation of collections were from ethnic minorities.						BME "positive action" trainees have been getting from Museums Association Diversify scheme.
Human Remains Advisory Services MED	2	2 - The Panel advises on repatriation claims for the return of human remains in UK museums. Currently issues around whether its remit should just cover claims from abroad or remains of UK-origin (e.g. Pagan)	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	2 - The Panel advises on repatriation claims for the return of human remains in UK museums. Currently issues around whether its remit should just cover claims from abroad or remains of UK-origin (e.g. Pagan)	0 - This group will not be affected differently.	0 – None raised.
Illicit Trade MED	3	2 - Many illegally traded cultural items originate from Africa and Asia.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	2 - Certain countries are more prone to looting of religious artefacts	0 - This group will not be affected differently.	0 – None raised.

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						(e.g. Iraq)		
Export Licensing LOW	3	0 - The export licensing system concerns the type and value of object to be exported, not the racial origin of the exporter.	0 - The export licensing system concerns the type and value of object to be exported, not the racial origin of the exporter.	0 - The export licensing system concerns the type and value of object to be exported, not the racial origin of the exporter.	0 - The export licensing system concerns the type and value of object to be exported, not the racial origin of the exporter.	0 - The export licensing system concerns the type and value of object to be exported, not the racial origin of the exporter.	0 - The export licensing system concerns the type and value of object to be exported, not the racial origin of the exporter.	0 – None raised.
Establishment of Advisory Committee on National Historic Ships LOW	1,2,3,4	1 - This committee is in the process of being established to advise Ministers on priorities, skills, care and access to historic ships. The OCPA process was used to try and attract a diverse range of candidates.	1 - This committee is in the process of being established to advise Ministers on priorities, skills, care and access to historic ships. The OCPA process was used to try and attract a diverse range of candidates.	1 - This committee is in the process of being established to advise Ministers on priorities, skills, care and access to historic ships. The OCPA process was used to try and attract a diverse range of candidates.	1 - This committee is in the process of being established to advise Ministers on priorities, skills, care and access to historic ships. The OCPA process was used to try and attract a diverse range of candidates.	1 - This committee is in the process of being established to advise Ministers on priorities, skills, care and access to historic ships. The OCPA process was used to try and attract a diverse range of candidates.	1 - This committee is in the process of being established to advise Ministers on priorities, skills, care and access to historic ships. The OCPA process was used to try and attract a diverse range of candidates.	0 – None raised.
2007 Bicentenary of the Abolition of the Slave Trade (Museums) HIGH	2	3 - Seeks to make events accessible and relevant to all, but particular interest within African and Caribbean community.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	2 - Interest from churches and other Christian bodies to ensure that their role in bringing about abolition and in tackling continuing	0 - This group will not be affected differently.	2 - Some concern to ensure equal access to opportunity and support.

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						injustice is recognised		
Sport: Paul Heron								
PSA3 (Sport Participation) HIGH	2,4	3 - Policy aimed at targeting priority groups, including BMEs, in particular, but should benefit all groups and communities.	3 - Policy aimed at targeting priority groups, including adults with limiting disabilities or illnesses, but should benefit all groups and communities.	3 - Policy aimed at targeting priority groups, including women, but should benefit all groups and communities..	0 - Policy aimed at targeting priority groups, but sexual orientation is not taken into consideration.	0 - Policy aimed at targeting priority groups, but religion and belief is not taken into consideration.	3 - Policy aimed at targeting adults and young people aged 16 and above from different priority groups.	0 – None raised.
PSA1 (School Sport) MED	1	0 - Impacts on all young people at school regardless of race. Equality measures are built into delivery.	2 - Policy includes special schools which cover children with a disability.	2 - Policy includes some focussed work to encourage more girls to participate in sport.	0 - Impacts on all young people at school regardless of sexual orientation. Equality measures are built into delivery.	2 - Policy includes some focussed work with Muslim girls.	3 - Policy aimed at children aged 5-16.	0 – None raised.
Equity In Sport HIGH	2	3 - Policy aimed at targeting priority groups, including BMEs, in particular, but should benefit all groups and communities.	3 - Policy aimed at targeting priority groups, including adults with limiting disabilities or illnesses, but should benefit all groups and communities.	3 - Policy aimed at targeting priority groups, including women, but should benefit all groups and communities..	0 - Policy aimed at targeting priority groups, but sexual orientation is not taken into consideration.	2 - The project may use specific faith programmes to reach certain individuals/communities within its target groups.	0 - Policy aimed at targeting priority groups, but age is not taken into consideration.	0 – None raised.
Sport for Communities Project HIGH	2	3 - Designed to break down barriers and make opportunities in sport more accessible for its	0 - Impacts on its target groups regardless of disability.	3 - The project may use single sex programmes to reach certain individuals/comm	0 - Impacts on its target groups regardless of sexual orientation.	2 - The project may use specific faith programmes to reach certain individuals/comm	2 - The project may focus on specific age ranges within its target groups which are prone to	0 – None raised.

Name of Policy	SP	Race	Disability	Gender	Sexual Orientation	Religion and belief	Age	Public Concern
		target groups of people from black and minority ethnic groups, refugee and migrant backgrounds.		unities within its target groups.		unities within its target groups.	leading sedentary and less healthy lives.	
Community Sport in RESPECT Action Plan MED	1,2	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	3 - The action plan targets young people (approximately up to the age of 19) with the aim to specifically impact on this particular group	0 – None raised.
Coaching MED	2	0 - This group will not be affected differently.	2 - Some aspects of the policy are aimed at groups with disability.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	2 - Most of the work undertaken by Community Sports Coaches is aimed at young people in the school setting aged 5 - 16.	0 – None raised.
Club Links MED	1	0 - This group will not be affected differently.	2 - Some aspects of the policy are aimed at groups with disability.	2 - Some aspects of the policy are aimed at encouraging girls to participate in sport.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	3 - Policy aimed at children aged 5-19	0 – None raised.
Step Into Sport MED	1	2 - Overall the total number of young ambassadors should be representative, however this might be difficult in terms of	2 - Policy includes special schools which cover children with a disability.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	3 - Policy aimed at children aged 5-19	0 – None raised.

Name of Policy	SP	Race	Disability	Gender	Sexual Orientation	Religion and belief	Age	Public Concern
		ethnicity in some areas.						
Competition Managers MED	1	0 - This group will not be affected differently.	2 - Some aspects of the policy are aimed at groups with disability.	2 - Some aspects of the policy are aimed at encouraging girls to participate in sport.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	3 - Policy aimed at children aged 5-19	0 – None raised.
UK School Games MED		0 - This group will not be affected differently.	2 - UK School Sports includes disability events.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	3 – Policy aimed at young people still at school.	0 – None raised.
2012 Young Ambassadors MED	1,5	2 - Overall the total number of young ambassadors should be representative, however this might be difficult in terms of ethnicity in some areas.	2 - Policy includes special schools which cover children with a disability.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	3 - Policy aimed at children aged 5-19	0 – None raised.
World Class Pathway Programme LOW	1,3,5	0 - Programme supports our most talented athletes, including disabled athletes, regardless of other factors.	0 - Programme supports our most talented athletes, including disabled athletes, regardless of other factors.	0 - Programme supports our most talented athletes, including disabled athletes, regardless of other factors.	0 - Programme supports our most talented athletes, including disabled athletes, regardless of other factors.	0 - Programme supports our most talented athletes, including disabled athletes, regardless of other factors.	0 - Programme supports our most talented athletes, including disabled athletes, regardless of other factors.	0 – None raised.
Talented Athlete Scholarship Scheme LOW	1,5	0 - Programme supports our most talented athletes, including disabled athletes, aged between 12-35 year	0 - Programme supports our most talented athletes, including disabled athletes, aged between 12-35	0 - Programme supports our most talented athletes, including disabled athletes,	0 - Programme supports our most talented athletes, including disabled athletes, aged between 12-35	0 - Programme supports our most talented athletes, including disabled athletes,	2 - Programme supports our most talented athletes, including disabled athletes, aged between 12-35	0 – None raised.

Name of Policy	SP	Race	Disability	Gender	Sexual Orientation	Religion and belief	Age	Public Concern
		old, that are committed to combining their sport and education, either through higher or further education.	year old, that are committed to combining their sport and education, either through higher or further education.	aged between 12-35 year old, that are committed to combining their sport and education, either through higher or further education.	year old, that are committed to combining their sport and education, either through higher or further education.	aged between 12-35 year old, that are committed to combining their sport and education, either through higher or further education.	year old, that are committed to combining their sport and education, either through higher or further education.	
Sports Facilities Programmes HIGH	1,2	3 – Programmes targeted on areas of greatest disadvantage. Also focus on increasing participation by women, people with disabilities and those from ethnic minorities.	3 – Programmes targeted on areas of greatest disadvantage. Also focus on increasing participation by women, people with disabilities and those from ethnic minorities.	3 – Programmes targeted on areas of greatest disadvantage. Also focus on increasing participation by women, people with disabilities and those from ethnic minorities.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 – None raised.
Sports Facilities Infrastructure Programme LOW	2	1 - The programme affects all people. Having said that, there is some evidence that reasons for non-participation in sport differ for different groups (as categorised by e.g. income, gender and ethnicity). The programme aims to	1 - The programme affects all people. Having said that, there is some evidence that reasons for non-participation in sport differ for different groups (as categorised by e.g. income, gender and ethnicity). The programme aims to	1 - The programme affects all people. Having said that, there is some evidence that reasons for non-participation in sport differ for different groups (as categorised by e.g. income, gender and	1 - The programme affects all people. Having said that, there is some evidence that reasons for non-participation in sport differ for different groups (as categorised by e.g. income, gender and ethnicity). The programme aims to	1 - The programme affects all people. Having said that, there is some evidence that reasons for non-participation in sport differ for different groups (as categorised by e.g. income, gender and	1 - The programme affects all people. Having said that, there is some evidence that reasons for non-participation in sport differ for different groups (as categorised by e.g. income, gender and ethnicity). The programme aims to	0 – None raised.

Name of Policy	SP	Race	Disability	Gender	Sexual Orientation	Religion and belief	Age	Public Concern
		provide sports facilities most in demand by the local community and in doing so will address some of the reasons for non-participation by these groups.	provide sports facilities most in demand by the local community and in doing so will address some of the reasons for non-participation by these groups.	ethnicity). The programme aims to provide sports facilities most in demand by the local community and in doing so will address some of the reasons for non-participation by these groups.	provide sports facilities most in demand by the local community and in doing so will address some of the reasons for non-participation by these groups.	ethnicity). The programme aims to provide sports facilities most in demand by the local community and in doing so will address some of the reasons for non-participation by these groups.	provide sports facilities most in demand by the local community and in doing so will address some of the reasons for non-participation by these groups.	
Playing Field Protection LOW	2	0 - This group will not be affected differently.	1 - The programme affects all people. However, developments of sporting facilities on playing field sites could potentially have a positive impact for disabled sports participants in providing new or improved sports facilities which offer greater disabled access than previously was available. It is for Local Authorities, in giving planning permission for such developments, to	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	1 - The programme affects all people. However, developments of sporting facilities on playing field sites could potentially have a positive impact for young sports participants in providing new or improved sports facilities specifically for young people. It is for Local Authorities, in giving planning permission for such developments, to ensure that all sectors of their	1 - Concerns have been by the National Playing Fields Association, and more recently the CMS Select Committee Report on Women's Football, about the adequacy of facilities (particularly changing facilities) for women and young people, as ancillary to provision of

Name of Policy	SP	Race	Disability	Gender	Sexual Orientation	Religion and belief	Age	Public Concern
			ensure that all sectors of their communities are provided for as necessary.				communities are provided for as necessary.	new and improved playing pitches. It is for Local Authorities, in giving planning permission for such developments, to ensure that all sectors of their communities are provided for as necessary.
Respect Mentoring MED	1,2	0 - This group will not be affected differently.	0 - This group will not be affected differently.	2 - The programme involves both boys and girls, however evidence suggests that boys are more involved in the programme than girls.	0 - This group will not be affected differently.	1 - The programme will seek to involve young people whatever their religion and/or belief and delivery agents will tailor activities to faith groups where appropriate.	3 - This programme is targeted at young people.	0 – None raised.
Play MED	1	0 - This group will not be affected differently.	2 - There are issues around availability of accessible play provision and DfES funds a voluntary	0 - This group will not be affected differently.	0 - This group will not be affected differently.	0 - This group will not be affected differently.	3 - Our target age range for our work on play is 0 - 16.	0 – None raised.

Name of Policy	SP	Race	Disability	Gender	Sexual Orientation	Religion and belief	Age	Public Concern
			organisation which deals with this.					

Tourism: Kevin Williamson

Name of Policy	SP	Race	Disability	Gender	Sexual Orientation	Religion and belief	Age	Public Concern
Licensing Act Monitoring and Evaluation MED	3	2 - In ongoing monitoring of the new licensing regime we will explore whether there is any evidence that any groups or communities are affected more than others. Revised Guidance for Licensing Authorities includes equality issues and highlights need for equality check. Forthcoming Consultation on revision of Guidance will ensure diverse range of stakeholders.	2 - In ongoing monitoring of the new licensing regime we will explore whether there is any evidence that any groups or communities are affected more than others. Revised Guidance for Licensing Authorities includes equality issues and highlights need for equality check. Forthcoming Consultation on revision of Guidance will ensure diverse range of stakeholders.	2 - In ongoing monitoring of the new licensing regime we will explore whether there is any evidence that any groups or communities are affected more than others. Revised Guidance for Licensing Authorities includes equality issues and highlights need for equality check. Forthcoming Consultation on revision of Guidance will ensure diverse range of stakeholders.	2 - In ongoing monitoring of the new licensing regime we will explore whether there is any evidence that any groups or communities are affected more than others. Revised Guidance for Licensing Authorities includes equality issues and highlights need for equality check. Forthcoming Consultation on revision of Guidance will ensure diverse range of stakeholders.	2 - In ongoing monitoring of the new licensing regime we will explore whether there is any evidence that any groups or communities are affected more than others. Revised Guidance for Licensing Authorities includes equality issues and highlights need for equality check. Forthcoming Consultation on revision of Guidance will ensure diverse range of stakeholders.	2 - In ongoing monitoring of the new licensing regime we will explore whether there is any evidence that any groups or communities are affected more than others. Revised Guidance for Licensing Authorities includes equality issues and highlights need for equality check. Forthcoming Consultation on revision of Guidance will ensure diverse range of stakeholders.	1 - There was some concern around the time the Act came into force (November 2005) but nothing recently.

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VisitBritain Funding Agreement LOW	3	0 - All VisitBritain publicity material reflects the diversity of the population and specific campaigns target all sectors of the population.	0 - All VisitBritain publicity material reflects the diversity of the population. The VisitBritain website conforms with Web Accessibility Initiative of the World Wide Web Consortium , levels 1 and 2.	0 - All VisitBritain publicity material reflects the diversity of the population and specific campaigns target all sectors of the population.	0 - All VisitBritain publicity material reflects the diversity of the population and specific campaigns target all sectors of the population.	0 - All VisitBritain publicity material reflects the diversity of the population and specific campaigns target all sectors of the population.	0 - All VisitBritain publicity material reflects the diversity of the population and specific campaigns target all sectors of the population.	0 – None raised.
Local Authority Performance Improvement MED	3	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	0 – None raised.
Skills Strategy HIGH	3	1 - Diversity and inclusion are priorities of the National Hospitality Skills Academy.	1 - Diversity and inclusion are priorities of the National Hospitality Skills Academy.	3 - Women are under-represented in senior positions in large parts of the sector. Diversity and inclusion are priorities of the National Hospitality Skills Academy.	1 - Diversity and inclusion are priorities of the National Hospitality Skills Academy.	1 - Diversity and inclusion are priorities of the National Hospitality Skills Academy.	2 - The sector attracts three times the national average from the under 25 population. Diversity and inclusion are priorities of the National Hospitality Skills Academy.	0 – None raised.
Enterprise Scoping Study	2	2 - We have no supporting evidence for this area and so	2 - We have no supporting evidence for this	2 - We have no supporting evidence for this	2 - We have no supporting evidence for this	2 - We have no supporting evidence for this	2 - We have no supporting evidence for this	0 – None raised.

Name of Policy	SP	Race	Disability	Gender	Sexual Orientation	Religion and belief	Age	Public Concern
MED		must assume some impact.	area and so must assume some impact.	area and so must assume some impact.	area and so must assume some impact.	area and so must assume some impact.	area and so must assume some impact.	
DCMS/GLA Funding Agreement MED	3	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	0 – None raised.
RDA Engagement MED	3	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	0 – None raised.
Sustainability (including Sustainable Tourism Indicators/Framework and Green Tourism Business Scheme) MED	3	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	0 – None raised.
Foreign Direct Investment MED	3	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	2 - We have no supporting evidence for this area and so must assume some impact.	0 – None raised.
UNWTO Membership	3	2 - We have no supporting evidence	2 - We have no supporting	2 - We have no supporting	2 - We have no supporting	2 - We have no supporting	2 - We have no supporting	0 – None raised.

