

Item: 11

Education, Leisure and Housing Committee: 13 November 2019.

Culture Fund - Review.

Report by Executive Director of Education, Leisure and Housing.

1. Purpose of Report

To review the delivery and impact of the Culture Fund.

2. Recommendations

The Committee is invited to note:

2.1.

That, following a review of Council funding for cultural activity, the Culture Fund was established in 2011 with the aim to improve the Council's support for cultural activity by giving longer term funding commitments to key cultural organisations alongside providing wider access to cultural funding for projects and small independent organisations.

2.2.

That the Culture Fund supports activity in the areas of arts, heritage and language, such as Orcadian dialect.

2.3.

That, since establishment in 2011, the Culture Fund has been reviewed every three years, to ensure that it continues to achieve its aims.

2.4.

That reviews undertaken in 2013 and 2016 concluded that the Culture Fund continued to be successful in achieving its aims, with the Education, Leisure and Housing Committee subsequently recommending that the Culture Fund continue in its current form, as well as continuing to be reviewed every three years.

2.5.

That the review undertaken in 2019 highlights the continued benefit and success of the Culture Fund.

It is recommended:

2.6.

That, subject to funding being made available from financial year 2020 to 2021 onwards, the Culture Fund continue in its current form and continue to be reviewed every three years.

3. Introduction

3.1.

At its meeting held on 8 February 2017, the Education, Leisure and Housing Committee noted:

3.1.1.

That, following a review of Council funding for cultural activity, the Culture Fund had been established in 2011 with the aim to improve the Council's support for cultural activity by giving longer term funding commitments to key cultural organisations alongside providing wider access to cultural funding for projects and small organisations.

3.1.2.

That the Culture Fund supported activity in the areas of arts, heritage and language, such as Orcadian dialect.

3.1.3.

That in 2013, following three financial years of operation, a review of the Culture Fund had been undertaken, the outcome of which was to continue the Culture Fund in its current form, with a review every three years thereafter.

3.1.4.

That a review had been undertaken in 2016, as detailed in sections 6 to 9 of the report by the Executive Director of Education, Leisure and Housing, which indicated that the Culture Fund had continued to be successful in achieving the aims referred to at paragraph 3.2. above.

3.2.

The Committee recommended to the Council that the Culture Fund continue in its current form and continue to be reviewed every three years.

3.3.

At its meeting held on 7 June 2017, the Education, Leisure and Housing Committee noted:

3.3.1.

That, although the Council agreed, on 9 March 2017, to continue the Culture Fund in its present form for a further three years, eligibility criteria for applications to the Open Pot element of the Culture Fund was referred back to the Committee for further consideration.

3.3.2.

That the Culture Fund Open Pot was reduced by £8,000 from £27,000 to £19,000, as part of the budget setting process for financial year 2017 to 2018.

3.4.

The Committee recommended that, from 1 April 2018 onwards, those organisations in receipt of core annual grants from the Culture Fund, known as key cultural organisations, should not be eligible for grant assistance from the Open Pot element of the Fund.

4. Background

4.1.

A review of all cultural funding by the Council was undertaken in 2011, after which the Culture Fund was established with the aim that one simple fund holds all revenue funding for cultural activity in one place.

4.2.

The Fund has two elements:

- An Open Pot available by application on an annual basis to any not for profit Orkney-based organisation (or organisations based outwith Orkney for whom the project applied for has sole benefit for Orkney), except for the key cultural organisations in receipt of core annual grants.
- Core funding for identified key cultural organisations in the county.

4.3.

The fund was established out of the amalgamated funds previously disbursed to festivals, independent museums and heritage centres.

4.4.

The key aims of the revised Fund are:

- To widen the cultural activity which was eligible for Council funding from only festivals and museums to all arts, heritage and language, such as Orcadian dialect.
- To enable key cultural organisations to plan effectively on a longer term basis.
- To enable the funding of cultural activity by non-cultural organisations.
- To be more responsive.

- To provide equity in funding.
- To fund more cultural activity and support an increase in cultural activity across the county.
- To improve the monitoring and audit of Council expenditure.

5. Key Cultural Organisations

5.1.

The six key cultural organisations which receive annual grants through the Culture Fund are:

- St Magnus International Festival.
- Pier Arts Centre.
- Orkney Folk Festival.
- Stromness Museum.
- Birsay Heritage Trust, for the running of Barony Mills.
- Orkney Traditional Dance Association, for the running of the Orkney Ceilidh Weekend.

5.2.

During the most recent three years of delivery of the Culture Fund, it has disbursed the following funds on an annual basis:

Organisation.	Grant.
St Magnus International Festival.	£58,500.
Pier Arts Centre.	£46,875.
Orkney Folk Festival.	£18,875.
Stromness Museum.	£7,032.
Birsay Heritage Trust.	£5,156.
Orkney Traditional Dance Association.	£2,812.
Open Pot.	£19,000.

5.2.1.

The only other expenditure against the Fund was for advertising the Open Pot each year in The Orcadian.

5.3.

In 2017 to 2018, the Fund disbursed £39,000 to the St Magnus International Festival, as it had received an additional grant in 2016 to 2017 of £19,500. The additional funding in 2016 to 2017 was awarded on the basis that if funds became available, the Festival would repay the additional grant within that financial year, and that if repayment was not possible, the 2017 to 2018 grant would be reduced by the same amount. In 2018 to 2019 and 2019 to 2020, St Magnus International Festival was awarded its usual annual grant of £58,500, as highlighted in the table above at paragraph 5.2.

5.4.

The Fund has not attracted any inflationary rise for many years and the key cultural organisations have therefore had the same annual level of funding since 1 April 2012. Several of the key cultural organisations have indicated that there are now severe pressures on their budgets due to increasing running costs.

5.4.1.

For example, Orkney Traditional Dance Association has advised that their projected costs for the 2020 Ceilidh Weekend will increase by £1,200 on the actual costs of the 2019 event. This is due in part because of increased hire charges for the Pickaquoy Centre Arena of £920.

5.4.2.

The Pier Arts Centre has indicated that their budget for programming exhibitions has had to be reduced significantly due to increased building maintenance costs, upkeep and replacement of plant and increased insurance costs. This is a significant concern as it means the Pier Arts Centre may not be able to maintain the quality of exhibitions expected. For example, insurance costs have increased from £16,900 in 2008 to 2009 to £31,500 in 2019 to 2020 and building maintenance costs have increased in the same period from £21,950 to £34,500. Heating and lighting has increased from £23,350 to £29,500. All these additional costs have meant that the programme and education expenditure has dropped from £50,000 in 2008 to 2009 to £11,150 in 2019 to 2020.

6. The Open Pot

6.1.

The Open Pot element of the Fund was reduced from 2017 to 2018 onwards from £27,000 to £19,000. This reduction has had a significant impact on the amount of support being offered to organisations and a reduction in applications and amount of funding requested each year. However, the Open Pot remains a vibrant, active and highly competitive fund which delivers needed and appreciated funds for smaller organisations towards their running costs and for specific projects.

6.2.

Appendix 1 to this report shows the detail of the successful applications over the three financial years. The table below includes data from the previous three years in order to demonstrate the impact of the reduced availability of funding.

	Amount available.	Total requested.	No. of applications received.	No. of successful applications.	Range of awards.
2014 to 2015.	£29,000.	£69,850.	31.	29.	£315 to £2,000.
2015 to 2016.	£29,000.	£65,000.	34.	31.	£250 to £3,000.
2016 to 2017.	£27,000.	£79,250.	35.	25.	£200 to £2,500.
Total.	£85,000.	£214,100.	100.	85.	
2017 to 2018.	£19,000.	£77,000.	30.	22.	£350 to £2,000.
2018 to 2019.	£19,000.	£43,200.	26.	17.	£200 to £1,675.
2019 to 2020.	£19,000.	£39,000.	19.	13.	£250 to £2,500.
Total.	£57,000.	£159,200.	75.	52.	

6.3.

Most notable in the table above is the reduction in applications by a quarter since 2017 and a parallel reduction in successful applications. The amount awarded has generally remained within the same range. Productivity remains almost identical, with an average of 1.6 projects being delivered across the three-year period by each successful organisation, as compared with an average of 1.7 projects being delivered by each organisation in the previous review period.

6.4.

In summary:

- £58,900 has been awarded over three application rounds.
- The lowest award has been £200 and the highest £2,500.
- Applicants have been awarded an average of 37% of the funds requested.
- The Council has supported between 3% and 59% of project costs.
- Expenditure of £58,590 has resulted in £419,681 of cultural activity, with the Council providing an average of 14% of costs.

6.5.

The distribution of awards in terms of cultural area supported are as follows:

Cultural area supported.	Current review period. 2017 to 2020.	Previous review period. 2014 to 2017.	Current review period. 2017 to 2020.	Previous review period. 2014 to 2017.
Arts.	£28,495.	£43,870.	49%.	51%.
Heritage.	£13,565.	£30,015.	23%.	35%.
Arts and heritage combined.	£16,530.	£4,160.	28%.	11%.
Language.	£0.	£2,235.	0%.	3%.
	£58,590.	£85,065.	100%.	100%

6.6.

The distribution of awards in terms of geographical area benefitted are as follows:

Geographical area benefitted.	Current review period. 2017 to 2020.	Previous review period. 2014 to 2017.	Current review period. 2017 to 2020.	Previous review period. 2014 to 2017.
Orkney-wide.	£28,295.	£41,775.	48%.	49%.
North Isles.	£12,265.	£17,360.	21%.	20%.
West Mainland.	£7,750.	£3,840.	14%.	14%.
Kirkwall.	£6,080.	£3,245.	11%.	4%.
East Mainland and the South Isles.	£3,200.	£4,925.	5%.	5%.
Stromness.	£700.*	£9,870.	1%.	12%.
	£58,590	£85,065.	100%	100%

6.6.1.

Whilst the specific amount awarded to Stromness in the current review period (2017 to 2020) appears low, a number of successful applicant organisations are based in Stromness and provided activity in Stromness, which was recorded as being of benefit Orkney-wide. This is similar to the situation with Kirkwall.

7. Special Culture Funds

During the three-year review period there have been several special commemorative events including Magnus 900 and Scapa 100. Whilst not allocating specific or additional funds to these events, the Culture Fund has prioritised support for projects and activities which enabled community commemoration events to take place.

8. Culture Fund successes and benefits

8.1.

The Culture Fund has continued to deliver across all of its aims since last reviewed, ensuring a wide range of cultural activities to take place across all areas of the county. The Council's support of £58,590 has enabled £419,681 of activity to take place through the Open Pot, and the support of the key cultural organisations has enabled those organisations to continue to provide exceptionally high quality and nationally and internationally recognised cultural programmes for the benefit of Orkney residents and visitors to the county.

8.2.

On the basis that the Fund continues to deliver against the aims and objectives it was set up for, it is recommended that the Fund continues in its current form, subject to funding being made available from financial year 2020 to 2021 onwards.

9. Equalities Impact

An Equality Impact Assessment has been undertaken and is attached as Appendix 2 to this report.

10. Links to Council Plan

10.1.

The proposals in this report support and contribute to improved outcomes for communities as outlined in the Council Plan strategic priority theme of Quality of Life.

10.2.

The proposals in this report relate directly to Priority 5.9 Further promote and administer Culture Fund through core funding and grant assistance scheme to support community cultural activity.

11. Links to Local Outcomes Improvement Plan

The proposals in this report support and contribute to improved outcomes for communities as outlined in the Local Outcomes Improvement Plan priority of Strong Communities.

12. Financial Implications

12.1.

The expenditure budget for 2019 to 2020 financial year for the Culture Fund is £159,100 and is part of the Heritage function with Leisure Services.

12.2.

Maintaining the baseline budget from 2020 to 2021 onwards will be dependent on the outcome of the 2020 to 2021 budget setting process.

13. Legal Aspects

13.1.

In terms of the Local Government and Planning (Scotland) Act 1982, section 15(2), the Council may provide or do or arrange for the provision of or doing of, or contribute towards the expenses of providing or doing, anything necessary or expedient for the purpose of ensuring that there are available, whether inside or outside their area, such facilities for recreational, sporting, cultural or social activities as they consider appropriate, and in terms of section 17, the Council has the power to make such contributions as will promote music, theatre, dance, opera, visual art of other art forms and museums and galleries.

13.2.

The Council must make arrangements which secure best value. Best Value is the continuous improvement in the performance of the authority's functions. This review of the Fund is integral to this duty.

13.3.

The Council is obliged to follow its own budget setting process and procedures in accordance with the terms of the Financial Regulations.

14. Contact Officers

James Wylie, Executive Director of Education, Leisure and Housing, extension 2401, Email james.wylie@orkney.gov.uk

Peter Diamond, Head of Education (Leisure, Culture and Inclusion), extension 2436, Email peter.diamond@orkney.gov.uk

Clare Gee, Cultural Services Officer, extension 2716, Email clare.gee@orkney.gov.uk

15. Appendices

Appendix 1: Detailed review of the Culture Fund Open Pot 2017 to 2020.

Appendix 2: Equality Impact Assessment.

APPENDIX 1 – Detailed breakdown of Open Pot awards Years 2017/18, 2018/19 and 2019/20

Organisation supported	Total project cost	Total £ requested	Awarded	Total £ awarded over review period	% of total project cost awarded	Project title/s	Geographic area benefitted	Cultural area benefitted
Another Orkney Production	£13,640 (17/18)	£2,700 (17/18)	£1,000 (17/18)	£2,675	6%	Annual programme of events	Orkney wide	Heritage
	£17,060 (18/19)	£2,700 (18/19)	£1,675 (18/19)					
	£12,111 (19/20)	£2,500 (19/20)	£0 (19/20)					
Archaeology Institute UHI	£9,194	1,664	£800 (17/18)	£800	9%	Yesnaby Art and Archaeology Research Project (YAARP)	Orkney-wide	Arts / Heritage
Birsay Drama Group	£2,500	2,000	£750 (17/18)	£750	30%	St Magnus, a commemoration of his life and death	West Mainland	Arts / Heritage
Blue Earth Work Ltd.	£3,060 (17/18)	1,500 (17/18)	750 (17/18)	£2,750	29%	Hibiki Shamisen and Japan Day at Orkney Library	Orkney wide	Arts
	£6,169	£2,500	£2,000					

Organisation supported	Total project cost	Total £ requested	Awarded	Total £ awarded over review period	% of total project cost awarded	Project title/s	Geographic area benefitted	Cultural area benefitted
	(19/20)	(19/20)	(19/20)			Japanese Childrens Day		
Consciousness After School Club (KGS)	£12,200	£2,000	£1,500 (18/19)	£1,500	12%	Making noise against suicide	Kirkwall	Arts
Eday Heritage Centre Assn	£6,500	£3,400	£1,000 (17/18)	£1,000	15%	Running costs	North Isles	Heritage
Friends of Hoy Kirk	£2,393	£975	£750 (17/18)	£1,450	38%	Hoy Max exhibition	South Isles	Arts
	£1,545	£700	£700 (19/20)			A History of Hoy in 10 Images		
George Mackay Brown Fellowship	£5,120	£2,920	£1,675 (18/19)	£4,175	46%	GMB Fellowship / Wirdsmit annual programme	Orkney wide	Arts
	£4,250	£2,990	£2,500 (19/20)					
John Rae Society	£1,500	£1,500	£500 (17/18)	£1,300	50%	John Rae Festival	Orkney wide	Heritage
	£1,200	£1,000	£800					

Organisation supported	Total project cost	Total £ requested	Awarded	Total £ awarded over review period	% of total project cost awarded	Project title/s	Geographic area benefitted	Cultural area benefitted
			(18/19)					
Oceanallover	£6,130	£2,000	£1,500 (18/19)	£1,500	24%	Orographic performance	Orkney wide	Arts
Orcadian Story Trust	£7,215	£3,030	£1,500 (17/18)	£5,675	25%	Orkney Storytelling Festival	Orkney wide	Arts / Heritage
	£7,897	£2,909	£1,675 (18/19)					
	£8,008	£2,708	£2,500 (19/20)					
Orkney Arts Society	£10,497	£1,000	£500 (17/18)	£2,000	9%	The Winter programme of arts events	Orkney wide	Arts
	£13,000	£2,000	£1,500 (18/19)					
		£3,000	£0 (19/20)					

Organisation supported	Total project cost	Total £ requested	Awarded	Total £ awarded over review period	% of total project cost awarded	Project title/s	Geographic area benefitted	Cultural area benefitted
Orkney Camerata	£2,191 2,296	£866 £750	£700 (17/18) £750 (19/20)	£1,450	33%	Collaboration with a professional harpist Collaboration with composer Andra Patterson	Orkney wide	Arts
Orkney Folk Festival	£3,000 approx.	£2,000	£1,000 (17/18)	£1,000	33%	Folk Festival	Orkney wide	Arts
Orkney Heritage Society	£3,500	£2,000	£1,000 (18/19)	£1,000	29%	Orkney's memorial to the victims of the Witchcraft Trials	Orkney wide	Heritage
Orkney Traditional Dance Association	£1,550	£770	£570 (17/18)	£570	37%	The St Magnus Day of Dance	Orkney wide	Arts
Orkney Traditional Music Project	£3,500 £3,825	£500 £374	£200 (18/19)	£200	5%	Summer School	Orkney wide	Arts

Organisation supported	Total project cost	Total £ requested	Awarded	Total £ awarded over review period	% of total project cost awarded	Project title/s	Geographic area benefitted	Cultural area benefitted
Orkney Wireless Museum	£10,175	£500	£350 (17/18)	£850	5%	Running costs / store rental	Kirkwall	Heritage
	5,000	£500	£250 (18/19)					
		£500	£250 (19/20)					
Orkney Youth Café	£3,030	£2,500	£730 (17/18)	£730	24%	Breaking Waves (Orkney's relationship with the Sea)	Kirkwall	Arts / Heritage
Orphir Community Council	£3,500	£1,970	£800 (17/18)	£800	23%	Running costs Orkneyinga Saga Centre Hire Curator	West Mainland	Heritage
	£4,100	£3,100						
Papay Development Trust	£5,440	£2,630	£2,000 (17/18)	£6,175	31%	Oy Festival Oy Festival	North Isles	Arts / Heritage
	£5,445	£3,035	£1,675 (18/19)					

Organisation supported	Total project cost	Total £ requested	Awarded	Total £ awarded over review period	% of total project cost awarded	Project title/s	Geographic area benefitted	Cultural area benefitted
	£9,600	£3,000	£2,500 (19/20)			Papay Heritage and Arts Project		
Reel Life	£1,810	£1,580	£1,000 (18/19)	£3,000	66%	Slow Music session	Kirkwall	Arts
	£2,600	£2,600	£2,000 (19/20)					
Rousay, Egilsay & Wyre Heritage SCIO	£4,031	£692	£692 (19/20)	£690	17%	History of Rousay, past and present, meet the specialists	North Isles	Heritage
St Magnus Church Birsay Trust	£3,890	£2,810	£1,200 (17/18)	£1,200	31%	Magnus 900 at St Magnus Church Birsay	West Mainland	Arts / Heritage
St Magnus International Festival	£36,500	£6,000	£2,000 (17/18)	£2,000	5%	Magnus 900 projects	Orkney wide	Arts
Sanday Development Trust (Heritage Group)	£5,000	£2,000	£1,000 (17/18)	£1,000	20%	Return of the Appiehouse Stone	North Isles	Heritage

Organisation supported	Total project cost	Total £ requested	Awarded	Total £ awarded over review period	% of total project cost awarded	Project title/s	Geographic area benefitted	Cultural area benefitted
Soulisquoy Printmakers	£2,136 £1,861 £2,700	£1,330 £1,110 £1,400	£1,000 (17/18) £800 (18/19) £1,400 (19/20)	£3,200	47%	Per Mare What was it like then and now East meets West	West Mainland	Arts
South Ronaldsay & Burray Community Council	£5,146 £4,424 £5,082	£4,000 £3,000 £3,000	£1,000 (17/18) £750 (18/19)	£1,750	18%	Running costs of the Smiddy Museum / hire of custodian	Linked South Isles	Heritage
Stromness Community Development Trust	£2,000	£2,000	£1,000 (17/18)	£1,000	50%	Per Mare dance events	West Mainland	Arts
Stromness Drama Club	£10,050	£1,000	£800 (18/19)	£800	8%	Macbeth	West Mainland	Arts

Organisation supported	Total project cost	Total £ requested	Awarded	Total £ awarded over review period	% of total project cost awarded	Project title/s	Geographic area benefitted	Cultural area benefitted
Voluntary Action Orkney Connect	£2,840	£1,400	£1,200 (18/19)	£1,200	42%	Connected Theatre	Orkney wide	Arts
West Side Cinema	£3,010	£700	£700 (19/20)	£700	23%	Animating Scapa 100	Stromness	Arts
Westray Connections	£20,730	£1,200	£1,200 (18/19)	£1,200	6%	Westray Connections event	North Isles	Arts / Heritage
Westray Heritage Trust	£35,500	£1,750	£1,000 (18/19)	£2,500	4%	Running costs	North Isles	Heritage
	£37,000	£1,500	£1,500 (19/20)					
Total	£419,681	£158,931*	£58,590	£58,590	14%**		See report for % breakdown	See report for % breakdown

*Table does not include requests for funding from organisations that were unsuccessful therefore the Total £ requested is higher than that included in the table. Annual breakdown: 2017/18 £76,931, 2018/19 £43,154 and £2019/20 £38,846.

**The Culture Fund supported 14% of total project costs, and an average of 37% of funding requested. This represents a drop of 3% in support of requests made in the last review period.



Equality Impact Assessment

The purpose of an Equality Impact Assessment (EqIA) is to improve the work of Orkney Islands Council by making sure it promotes equality and does not discriminate. This assessment records the likely impact of any changes to a function, policy or plan by anticipating the consequences, and making sure that any negative impacts are eliminated or minimised and positive impacts are maximised.

1. Identification of Function, Policy or Plan	
Name of function / policy / plan to be assessed.	Culture Fund Grants programme.
Service / service area responsible.	Cultural Services / Education, Leisure and Housing.
Name of person carrying out the assessment and contact details.	Clare Gee. Extension 2716. Email clare.gee@orkney.gov.uk .
Date of assessment.	10/10/2019
Is the function / policy / plan new or existing? (Please indicate also if the service is to be deleted, reduced or changed significantly).	Existing.

2. Initial Screening	
What are the intended outcomes of the function / policy / plan?	<p>To provide access to grant funding for not for profit organisations to deliver cultural projects in Orkney, with culture defined as arts, heritage and language (e.g. Orcadian dialect).</p> <p>The funding programme has two elements – annual revenue funding for key organisations and an open pot which disburses funding following an open application process.</p> <p>The Culture Fund was introduced in 2011/12 in order to enable wider access to the Council's cultural funding streams. Previously only festivals</p>

	and independent museums could access funding and the Culture Fund addressed this inequality across both the cultural activity supported and the types of organisations that could be supported.
Is the function / policy / plan strategically important?	No.
State who is, or may be affected by this function / policy / plan, and how.	Cultural organisations based in Orkney, non-cultural organisations based in Orkney who wish to deliver their services through creative and cultural activity and organisations based outwith Orkney who wish to deliver creative and cultural projects entirely for the benefit of Orkney.
How have stakeholders been involved in the development of this function / policy / plan?	Stakeholders were involved in the original review of the Council's cultural funding which led to the development and introduction of the Culture Fund. In 2017 eligibility was amended to exclude key cultural organisations from being able to apply to the Open Pot. This was discussed with and explained to those organisations who understood and accepted the reasoning behind the change. There are no plans or recommendations to change the scheme currently.
Is there any existing data and / or research relating to equalities issues in this policy area? Please summarise. E.g. consultations, national surveys, performance data, complaints, service user feedback, academic / consultants' reports, benchmarking (see equalities resources on OIC information portal).	Over the 9 year lifespan of the Fund there is clear evidence that the Fund is welcomed and the Open Pot is always over-subscribed by two or three times the size of the Fund. In the last three years a Council contribution of £58,590 through the Open Pot has enabled almost £420,000 of activity to take place.
Is there any existing evidence relating to socio-economic disadvantage and inequalities of outcome in this policy area? Please summarise. E.g. For people living in poverty or for people of low income. See The Fairer Scotland Duty Interim Guidance for Public Bodies for further information.	
Could the function / policy have a differential impact on	(Please provide any evidence – positive impacts / benefits, negative impacts and reasons).

any of the following equality areas?	
1. Race: this includes ethnic or national groups, colour and nationality.	Several projects over the years have focussed activity and awareness raising on areas such as Black History Awareness and other cultures such as Japanese.
2. Sex: a man or a woman.	There is always the possibility of projects being funded which explore and highlight equality areas.
3. Sexual Orientation: whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.	There is always the possibility of projects being funded which explore and highlight equality areas.
4. Gender Reassignment: the process of transitioning from one gender to another.	There is always the possibility of projects being funded which explore and highlight equality areas.
5. Pregnancy and maternity.	There is always the possibility of projects being funded which explore and highlight equality areas.
6. Age: people of different ages.	There is always the possibility of projects being funded which explore and highlight equality areas.
7. Religion or beliefs or none (atheists).	There is always the possibility of projects being funded which explore and highlight equality areas.
8. Caring responsibilities.	There is always the possibility of projects being funded which explore and highlight equality areas.
9. Care experienced.	There is always the possibility of projects being funded which explore and highlight equality areas.
10. Marriage and Civil Partnerships.	There is always the possibility of projects being funded which explore and highlight equality areas.
11. Disability: people with disabilities (whether registered or not).	There is always the possibility of projects being funded which explore and highlight equality areas. Changes were made to the Fund guidance in 2014/15 to require applicants to undertake reasonable steps to ensure that events and activities supported by the Culture Fund are accessible to all.
12. Socio-economic disadvantage.	There is always the possibility of projects being funded which explore and highlight equality areas.
13. Isles-proofing.	The Culture Fund has disbursed funds to all areas of Orkney including the Isles, and this is a key area of review on a three year basis.

3. Impact Assessment

Does the analysis above	No.
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identify any differential impacts which need to be addressed?	
How could you minimise or remove any potential negative impacts?	N/A.
Do you have enough information to make a judgement? If no, what information do you require?	Yes.

4. Conclusions and Planned Action

Is further work required?	No.
What action is to be taken?	N/A.
Who will undertake it?	N/A.
When will it be done?	N/A.
How will it be monitored? (e.g. through service plans).	The Culture Fund is reviewed every three years.

Signature:



Date: 10/10/19

Name: CLARE GEE

(BLOCK CAPITALS).

Please sign and date this form, keep one copy and send a copy to HR and Performance. A Word version should also be emailed to HR and Performance at hrsupport@orkney.gov.uk