

Screening/Scoping Pro Forma

Section	Cultural Services Electric Theatre		Officer responsible for the screening/scoping	Mike Beckwith Sue Barnard		
Name of Policy to be assessed	Theatre Programming		Date of Assessment	29/04/08	Is this a proposed new or existing policy/procedure/practice?	existing
1. Briefly describe the aims, objectives and purpose of the policy/procedure/practice?	To provide a balanced programme of events to appeal to all sectors and thereby maximising audiences.					
2. Are there any associated or specific objectives of the policy/procedure/practice? Please explain.	Providing public entertainment and enjoyment There are no restrictions on the plays that hirers can choose to put on (for example, recently, 'Serious Money ' was staged and the Theatre had to warn all audience members about the very strong language in it).					
3. Who is intended to benefit from this policy and in what way?	Audiences by identifying a diverse programme/ Council by providing a venue for entertainment for some financial return/ Theatre's reputation					
4. What outcomes are wanted from this policy/procedures/practice?	A balanced programme / maximum audiences and income / satisfied customers					
5. What factors/forces could contribute/detract from the outcomes?	Venue size / cost / resources / popularity of product / availability of events / scheduling					
6. Who are the main stakeholders in relation to the policy?	Guildford Amateur Theatre Ass. / show promoters / Council / Theatre / Caterers			7. Who implements the policy, and who is responsible for the policy?	Theatre Manager	
8. Are there concerns that the policy <u>could</u> have a differential impact on racial groups?		N	Please explain The Theatre's policy is for a balanced programme of events and it is felt that this is achieved. It should be noted that the policy does not cover the GATA programme covering 22 weeks of the year.			
What existing evidence (either presumed or otherwise) do you have for this?	The Theatre has various multicultural performances and links in with any relevant organisations. For example, for the Latin American Film Festival it tied in with Film Schools, Language teachers/language courses, University students, etc. For dance it linked in with UNIS and often do co-promotions.					

9. Are there concerns that the policy <u>could</u> have a differential impact due to gender?	N	As Q8
What existing evidence (either presumed or otherwise) do you have for this?		
10. Are there concerns that the policy <u>could</u> have a differential impact due to disability?	N	As Q8
What existing evidence (either presumed or otherwise) do you have for this?	The Theatre links with special schools, have mixed ability performers, disabled performers, performances by people with learning difficulties.	
11. Are there concerns that the policy <u>could</u> have a differential impact due to sexual orientation?	N	As Q8
What existing evidence (either presumed or otherwise) do you have for this?	The Theatre would not hesitate to programme a play dealing with issues re. homosexuality, provided it met other criteria for staging plays (quality/availability/cost).	
12. Are there concerns that the policy <u>could</u> have a differential impact due to their age?	N	
What existing evidence (either presumed or otherwise) do you have for this?	Care is taken to look for any potential imbalance with the programme which will be quickly addressed eg the introduction of a Family Week.	
13. Are there concerns that the policy <u>could</u> have a differential impact due to their religious belief?	N	As Q8
What existing evidence (either presumed or otherwise) do you have for this?		
14. Are there concerns that the policy <u>could</u> have a differential impact due to them having dependants/caring responsibilities?	N	As Q12

What existing evidence (either presumed or otherwise) do you have for this?			
15. Are there concerns that the policy <u>could</u> have a differential impact due to them have an offending past?		N	As Q8
What existing evidence (either presumed or otherwise) do you have for this?			
16. Are there concerns that the policy <u>could</u> have a differential impact due to them being Transgender or transsexual?		N	As Q8
What existing evidence (either presumed or otherwise) do you have for this?			
17. Could the differential impact identified in 8-16 amount to there being the potential for adverse impact in this policy/procedure/practice?		N	Please explain A varied, balanced programme is provided with any noticeable gaps addressed.
18. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?	Y	N	Please explain for each heading (questions 8-16) on a separate piece of paper.
Business improvement 19. Is there any concern that there are unmet needs in relation to any of the above groups?		N	Please explain As Q12

<p>20. Does differential impact or unmet need cut across the equality strands (e.g. elder BME groups)?</p>		<p>N</p>	<p>Please explain No unmet need left unaddressed</p>
<p>21. If yes, should the full EIA be conducted jointly with another service area/contractor/partner/agency?</p>	<p>Y</p>	<p>N</p>	<p>Please explain</p>
<p>22. Is there a missed opportunity to improve your business in relation to any of the policies, procedures or practices to promote racial, gender, disability, age, sexual orientation, religion or belief equality?</p>			<p>None identified</p>

			Yes	No
		<p>24. If No, are there any changes required to the policy to improve it around the equality agenda? No</p>		

Signed
(completing officer)

Date April 2008

Signed
(Head of Section)

Date

Countersigned
(Corporate Diversity/Diversity/Policy Team)

Date August 2008