

Equality Analysis (EA)

Institute of Contemporary Interdisciplinary Arts (ICIA)

A: Policy / Practice Details

1. The title of the policy being analysed

Use of space in the new Centre for the Arts

2. Please explain the main purpose of the policy being analysed

The University's new Centre for the Arts is in the process of being designed, with a scheduled opening date of autumn 2014. Currently at Concept Design stage, it is essential that every consideration is given to the variety of uses the building will have and the constituencies it will serve.

ICIA will be the primary user of the new building for the delivery of student-led activities and its public programme of classes, workshops, performances and exhibitions in the visual arts, dance, theatre and music.

A number of spaces will also be configured to allow their use as teaching spaces to provide flexibility for central timetabling during academic sessions. This includes a refurbished Arts Lecture Theatre and an Executive MBA suite comprising a lecture room and breakout spaces for use by the School of Management. In addition, spaces would be suitable for conference use, Continuing Professional Development (CPD), community engagement and other University activities.

As a public building, it is essential that the Centre is fit for purpose and available for use by the widest range of users as possible. As such, the management of the venue will be key to the success of the building, particularly in how each space is programmed and time allocated to individuals and groups.

3. Who will be affected?

The new Centre will attract many different users as audience members, participants in activities and visitors to campus. These users will be drawn from the University's on-campus community of students and staff, but also be a significant resource for members of the wider public. Artists, performers and freelance tutors will also be affected.

4. Aspects of the policy that particularly impact on equality and diversity

- **Accessibility** The design will need to take account of accessibility issues both within and between spaces as a coherent and holistic strategy. This will include physical access and circulation, as well as signage and specialist equipment within spaces. Particular attention will need to focus on the refurbishment of the Arts Theatre to ensure it is as accessible as possible given current limitations and available budget. For example, the lighting rig and projection box for technicians is currently not accessible to all.
- **Programming Policy** Decisions taken by ICIA in producing a year-round programme of activities, events and exhibitions will need to be developed and

structured in a way that encourages and promotes inclusivity, not only in relation to audiences and participants but also performers and artists.

- **Venue Management** With such a potentially diverse range of users and stakeholders, the building will need close management to ensure that none of the protected groups are adversely affected, either directly or indirectly.
- **Marketing & Raising Awareness** It will be important that users' perception of the building is such that they feel welcome and inclined to fully participate and make use of the spaces. It is essential that ICIA promotes opportunities for engagement to all. For example, from a student support perspective, ICIA needs to ensure that the opportunities offered continue to be relevant to students' needs and expectations and that this is effectively communicated to all students undertaking cultural activities at the University.

B: Analysis

5. Please indicate evidence used and the process by which you have arrived at your conclusions

At this early stage of the design process, detailed planning for the management of spaces in the new Centre is in the initial phase of development. As part of the Business Planning, Briefing and Feasibility stages, significant consultation was undertaken with all relevant internal stakeholders to ensure the required spaces and potential users were identified and included in the Brief. These included: Accommodation & Hospitality Services; Conferencing; School of Management; Security; the Students' Union, as well as members of the ICIA team. These discussions are on-going, but will become more detailed and specific in their objectives and engage with wider key user groups, including those within the protected groups.

6. Risk of adverse impact on protected groups

	High impact	Medium impact	Low impact
Age			x
Disability		x	
Gender			x
Pregnancy/Maternity		x	
Race/ethnicity		x	
Religion/belief		x	
Sexual Orientation			x
Transgender			x
Marriage/civil partnership			x

C: Mitigating potential adverse impact

7. Conclusions and recommendations for amendments to the policy/practice *Please give an outline of the key actions based on any gaps, challenges, priorities and opportunities you have identified.*

- Establish regular 'user' discussion groups to consult on access issues, as well as potential use of spaces within the Centre (Responsible: ICIA Director & Deputy Director).
- Continue to work with the Design Team to ensure a best practice approach to building design from an Equalities perspective, following this through to construction and operation of the building. This is likely to involve an Access

Consultant to ensure this approach is successful. (Responsible: ICIA Director & Deputy Director).

- Develop a robust policy for programming activities into each space, including a strategy to enable effective communication of opportunities for engagement by the widest possible range of individuals and groups (Responsible: ICIA Director & Creative Producers).
- Develop a systematic approach to events and exhibitions that deal with sensitive issues relating to any/all of the protected groups, identifying and anticipating any potential areas of conflict and challenge to enable positive engagement with related issues. (Responsible: ICIA Director & Creative Producers).

8. Timescale for implementation of changes or introduction of new policy

A strategy and structure for space usage within the new Centre will be established within the next 12 months, with activities planned for each space programmed from that point until the scheduled opening in September 2014. On-going monitoring and review will take place once the building is open, with a full review following the end of the first academic year of operation.

D: Publication

9. Final reporter: Joel Staley, Deputy Director, ICIA

10. Date: 15 May 2012

11. Review date: Summer 2015, once the Centre has been operating for one academic year.