

Screening/Scoping Pro Forma

Section	Cultural Services Guildford Philharmonic Orchestra	Officer responsible for the screening/scoping	Mike Beckwith Nicola Goold		
Name of Policy to be assessed	Concert Programming	Date of Assessment	26/08/08	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 concerts to appeal to all sectors and thereby maximising audiences, some of which are lesser known works for more niche audiences.				
2. Are there any associated or specific objectives of the policy/procedure/practice? Please explain.	Providing public entertainment and enjoyment Add to Guildford's profile through arts and tourism				
3. Who is intended to benefit from this policy and in what way?	Audiences by identifying a diverse programme/ Council by providing entertainment for some financial return/ improving the Orchestra's and Guildford's reputation				
4. What outcomes are wanted from this policy/procedures/practice?	A balanced programme / maximum audiences and income / satisfied customers / enhanced reputation / entertainment and enjoyment				
5. What factors/forces could contribute/detract from the outcomes?	Venue size / cost / resources / popularity of product / availability of venues & musicians / scheduling				
6. Who are the main stakeholders in relation to the policy?	Audiences / musicians / Council / Orchestra / Officers / Sponsors / Caterers		7. Who implements the policy, and who is responsible for the policy?	Orchestra Manager	
8. Are there concerns that the policy <u>could</u> have a differential impact on racial groups?		N	Please explain The Orchestra's policy is for a balanced programme of concerts and it is felt that this is achieved.		
What existing evidence (either presumed or otherwise) do you have for this?					

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?	A variety of concert venues are chosen to suit the music and the audiences. These venues are made as accessible as possible for those with disabilities	
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?		
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?	Concerts will often attract audiences of different ages with some specifically orientated toward young people and families to ensure as balanced a programme as possible with wide audience appeal.	
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. No details of this type would be known with regard to the audiences.
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.

<p>Business improvement</p> <p>19. Is there any concern that there are unmet needs in relation to any of the above groups?</p>		N	<p>Please explain As Q12</p>
<p>20. Does differential impact or unmet need cut across the equality strands (e.g. elder BME groups)?</p>		N	<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>	Y	N	<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>

23. Should the policy proceed to a full equality impact assessment?	N		Yes	No
		24. If No, are there any changes required to the policy to improve it around the equality agenda? No		

Signed
(completing officer)

Date August 2008

Signed
(Head of Section)

Date

Countersigned
(Corporate Diversity/Diversity/Policy Team)

Date August 2008