

# Equality Impact Assessment

## Section 1 – Equality Impact Assessment details

**1.1 Title of initiative (policy/strategy/service/decision/activity):** The National Lottery Heritage Fund’s strategy 2023–2033.

**1.2 Reason for Equality Impact Assessment:** Introduction of new strategy.

**1.3 Responsible team & lead contact:** Strategy team – Araba Webber, Head of Strategy.

**1.4 Date of assessment completion:** Updated 1 February 2023.

**1.5 Review frequency and date of first review:** July 2023. This document will also be used as part of strategy implementation.

## Section 2 – About this initiative

**2.1 Outline of initiative:** The National Lottery Heritage Fund (Heritage Fund) has developed a new 10-year strategy for 2023–2033. The strategy will replace the existing Strategic Funding Framework which comes to an end in March 2024. The strategy sets out a new vision for the UK’s heritage and the Heritage Fund’s ambitions and priorities for the next 10 years.

**2.2 Aims and objectives:** The aim of the new 10-year strategy is to support heritage to thrive and deliver long-term impact for people, places and communities across the UK.

The strategy articulates the Heritage Fund’s vision “for heritage to be valued, cared for and sustained for everyone” and explains the four investment principles that will underpin the Heritage Fund’s support for the UK’s heritage:

- saving heritage
- protecting the environment
- inclusion, access and participation
- organisational sustainability

**2.3 Projected outcomes:** The intended impacts for each principle include:

**Saving heritage:** Through our support for conserving heritage, we can ensure it remains accessible, relevant, sustainable and valued.

**Protecting the environment:** Through our support for natural heritage, landscape recovery and our focus on environmentally sustainable projects, we will help the UK meet its nature recovery targets and mitigate the impact of climate change on heritage.

**Inclusion, access and participation:** We will support the organisations we work with to achieve greater inclusion, diversity and access to heritage. Everyone will have opportunities to learn, develop new skills and explore heritage, regardless of background or personal circumstances.

**Organisational and financial sustainability:** We will support heritage to be adaptive and resilient, increasing capacity and skills to ensure a sound long-term future. We will encourage new investment for heritage to contribute to communities, local and regional economies.

Within each of the four principles there is a “By 2033 we will have” section, which includes more detail on the Heritage Fund’s intended impacts.

#### **2.4 Is this linked to any of the Heritage Fund’s other policies or strategies, and how, if applicable, does this support the Heritage Fund’s outcomes?**

The strategy sets the direction for all funding decisions and will be at the centre of delivering the Heritage Fund’s outcomes.

Three-year delivery plans will set out in more detail how the strategy will be implemented.

#### **2.5 Which aspects of this initiative impact equality (both positively and negatively)?**

The main change within the strategy is the shift from one mandatory outcome on inclusion – “a wider range of people will be involved in heritage” – to four principles – one being inclusion, access and participation – that projects will need to take into account. The new strategy states that “we will ask the projects we fund to take all four investment principles into account in their applications, but the strength of focus, and emphasis on each principle, will be for applicants to demonstrate”.

The other policy change within the strategy which may impact inclusion is the increase to the grant thresholds. At present, the open programme, National Lottery Grants for Heritage, has a ceiling of £5million. From 2023, we will introduce a higher investment threshold of £10m to allow for larger scale investment and will consider investing in projects above this threshold to support truly exceptional heritage projects across the UK.

## **Section 3 – Data and evidence**

**3.1 Summary of evidence considered which can support with the identification of whether this policy/strategy/service/decision/activating has any adverse impacts on groups with protected characteristics (including statistics, survey results, consultation documents, reports, research, comparative work from external sources and other Civil Service Bodies). Add here, any concerns that have been raised:**

Horizon scanning research looked at the wider context that the Heritage Fund is now operating in. This research indicated that, as inequalities in society continue to widen, progress made in the sector regarding inclusion could be undermined, which could put the heritage of certain groups at greater risk. COVID-19 has exacerbated existing inequalities and barriers to participation (women, disabled people, young and ethnically diverse people were the hardest hit by losing income and work). The heritage of such communities may be at increased risk in the next decade and the focus on inclusion within the strategy is important for supporting these communities and their heritage (Britain Thinks, 2022a).

The strategy development process involved engagement with over 4,000 stakeholders and members of the public to understand their views on heritage and the Heritage Fund's future direction. It showed that inclusion and diversity was a priority for the heritage sector but also cited challenges regarding training and maintaining skilled staff on equality, diversity and inclusion (EDI). It was felt by the sector that conversations on diversity, inclusion and accessibility and the urgent need for sustainable action have become more pronounced in recent years. Despite steps to make heritage more accessible and inclusive, stakeholders feel the sector can go further to increase workforce (including volunteers) diversity and improve access to heritage, particularly for under-served communities, and that the Heritage Fund has a significant role to play in achieving greater progress on inclusion (Britain Thinks, 2022b and Renaisi, 2022).

This research provided evidence for how the Heritage Fund's strategy implementation can support inclusion and diversity, including groups with protected characteristics, including:

- A simplification of the application process.
- Emphasis on funding smaller, community-level, volunteer-led organisations and supporting them to applying for funding.
- Funding for projects with community participation, skills creation and volunteer-led projects.
- A more collaborative approach to working with grantees and other funders, facilitating partnerships and building more equal relationships. Also, offering more "funder-plus" style support, providing tools and training to the organisations they work with.

The 2022 EDI research (TSIC, 2022) aimed to understand how the Heritage Fund can be a more inclusive and equitable funder. Although this research was based on the previous Strategic Funding Framework, it provides useful evidence to inform the new strategy and its implementation. The research focused on groups identified as being historically and currently under-served by Heritage Fund investment. Research participants were mostly organisations led by or that focused on under-served groups: diverse ethnic communities, disabled people, LGBTQ+ individuals, young people and low socio-economic groups. Key findings and recommendations included:

- The role of heritage for social impact such as for wellbeing, community cohesion and social justice was important to participants, and it was recommended the

Heritage Fund adopt a social impact and wellbeing approach to heritage in communication and strategy.

- Participants did not understand what heritage meant to the Heritage Fund and did not perceive it as funding their work. It was recommended the organisation review its communication around heritage and target specific groups that are not sufficiently engaging with the Heritage Fund.
- There is a need to clarify the role and implementation of the current inclusion outcome internally, before improving external guidance for applicants. Findings from both the stakeholder consultation and this research suggested a need for a more nuanced approach to talking about the outcome which moved beyond participation in heritage to being about inclusive practice which involves and empowers people.
- Address barriers in the funding process, for example by streamlining application processes and increasing transparency.
- Explore possibilities to providing long-term or core funding to small organisations led by or focused on under-served groups, as well as training and in-kind support.
- Pilot processes that enable members of under-served groups and the local community to play a bigger role in decision-making alongside Heritage Fund staff and committees.
- There are gaps in the Heritage Fund's data collection approach around EDI and a need to improve this.

Since Spring 2021, 2,015 applicants to the Heritage Fund have provided information about how they identify themselves (see appendix). In comparison to UK population data (see appendix), applicants are not representative of the population for younger people, certain ethnic groups including Asian and Asian British, and people with disabilities. In addition to this, data analysis conducted as part of the EDI research revealed organisations led by or focused on under-served groups have lower success rates overall and specifically in awards for larger grants (TSIC, 2022).

The Heritage Fund's Areas of Focus work has provided additional evidence for how to increase success rates and applications from more diverse organisations. Since 2019, local teams have worked closely with 13 geographical areas that have historically received lower levels of investment and that experience high levels of deprivation. The evaluation has shown that positive actions and reasonable adjustments made by staff, including one-to-one support, strategic influencing and endorsement, local area-led evidence work and cooperation and coordinated working have been successful in bringing in new, more diverse applications to the Heritage Fund. This learning, along with the other evidence and recommendations above, will be taken forward as the Heritage Fund implements the strategy to ensure inclusivity (RSM, 2022).

**3.2 Gaps in information which make it difficult or impossible to form an opinion on how your proposal may affect people with Protected Characteristics. Include what these gaps are, and how and when you plan to collect additional information.**

There are gaps in measures, information and data collection for some aspects of EDI to monitor performance, measure impact and inform practice, strategy and policy making at the Heritage Fund. These gaps will be addressed as we develop impact measures for the new strategy and review our end-to-end processes and requirements.

## **Section 4 – Considerations of equality impact**

**Impact can be a lasting consequence or change in people’s lives. It can be positive or negative. Some changes may have a negative impact on all workers. What the equality impact assessment should show is whether there is a disproportionate negative impact on a particular group. If you identify a negative impact on a particular group, you must note any actions you have taken to mitigate this.**

For most of the below listed groups the positive and negative impacts of the strategy are the same across some characteristics.

The positives impacts are:

- The inclusion investment principle will support funding for organisations led by or working with people from the under-served groups.
- The inclusion investment principle will support individuals and communities from protected groups who are under-served across UK heritage sector including workforce, governance and engagement.
- The increased thresholds for larger scale projects should enable organisations to make a greater impact in supporting under-served groups.
- The heritage of protected groups will be conserved and the profile raised by funding for and communicating of these projects and through continued and new partnerships the strategy will deliver.

The negatives impacts are:

- The inclusion principle allows applicants and projects to decide the strength of focus they will have for each principle. Organisations may decide to give less focus to inclusion, resulting in a negative impact. This impact will be mitigated by setting out the expectations on the inclusion principle within the Heritage Fund’s guidance and assessment proportionate to the level of grant. In addition, the Heritage Fund will encourage inclusive practice through grant monitoring, communications, strategic partnerships and initiatives and targeted work by engagement teams to drive forward inclusive practice for applicants, projects and the wider sector.

- Organisations led by or working with groups from protected characteristics may perceive the move from the mandatory “a wider range of people involved in heritage” outcome as the Heritage Fund losing its commitment for their protected characteristic. This impact will be mitigated by clear guidance on the inclusion investment principle through communications and engagement work together with stakeholder relationships with these groups.
- The upper threshold increase could mean some smaller and voluntary organisations, which are often led by or working with groups from protected characteristics, are excluded from larger grants because they lack resources and capacity to apply. This impact will be mitigated against by using the evidence on removing barriers to inclusion and ensuring inclusion expertise (internal and external) is integral to delivery planning and implementation of the strategy. Practices that may be put in place to support these organisations include targeted work by engagement teams or through partnership working and strategic initiatives.

**Age:** None identified except the cross characteristic positive and negative impacts identified above.

**Disability:** None identified except the cross characteristic positive and negative impacts identified above.

**Gender (identity and expression, including the Trans, non-binary and gender queer + communities):** None identified except the cross characteristic positive and negative impacts identified above.

**Marriage and civil partnership:** No impact either positive or negative has been established for this protected characteristic.

**Pregnancy and maternity:** None identified except the cross characteristic positive impacts identified.

**Race:** None identified except the cross characteristic positive and negative impacts identified above.

**Religion or Belief:**

Positive impact: Potentially a positive impact for some religious groups. The “Heritage in need” strategic initiative includes places of worship as an example of heritage at risk that may be funded over the strategy’s 10 years.

**Sex:** No impact either positive or negative has been established for this protected characteristic.

**Sexual orientation:** None identified except the cross characteristic positive and negative impacts identified above.

**In addition:**

**Socio economic status:** Although this is not a protected characteristic, intersectional inequalities and disproportionate economic disadvantages are experienced by people with protected characteristics. The positive impact from the strategy is the social impact it can have through its inclusion principle, for example investing in skills for young people or long-term unemployed adults and through the strategic interventions and the open programme.

**Section 75 of The Northern Ireland Act:** As a UK-wide funder, we must comply with both the Equality Act 2010 and Section 75 of the Northern Ireland Act.

There are no additional impacts on equality of opportunity for each of the Section 75 equality categories:

- religious belief
- political opinion
- racial group
- age
- marital status
- sexual orientation
- men and women generally
- disability
- dependants

There is no likely impact on good relations between people of different religious belief, political opinion or racial group.

There are opportunities to better promote good relations between people of different religious belief, political opinion or racial group through enabling heritage organisations to reach into broader communities and engage those people more successfully in heritage.

There are no potential impacts of the policy/decision on people with multiple identities other than those highlighted above.

## **Section 5 – Risks:**

**Implementing the inclusion principle:** See negative impact in section 4.

**Upper threshold increase:** See negative impact in section 4.

**Pace and level of change:** The speed and level of change of the strategy presents risks to effectively integrating inclusion as the strategy is implemented. This risk will be mitigated against by all workstreams being made aware from the start of existing inclusion resources available to staff, inclusion will be on agendas where we are looking at business processes that will impact those from protected characteristics (such as design), and we will add inclusion into any templates, proforma or checklists we create so that staff are prompted to consider it in their work.



## **Section 6 – Resources required:**

- Expertise on inclusion to work across all areas of strategy implementation on an ongoing basis.
- Engagement staff to deliver the strategy changes which impact inclusion.
- Review of resource, knowledge, skills and culture across the Heritage Fund to ensure inclusion is embedded across departments, teams and roles.
- Executive and Governance teams to ensure inclusion is integral to decision making for strategy implementation and grant decisions.

The specific resource will be worked out during three-year delivery planning and reviewed on an annual basis for the duration of the strategy.



## References

Britain Thinks (2022) The National Lottery Heritage Fund Future Trends Horizon Scan

Britain Thinks (2022) National Lottery Heritage Fund Strategy Development Research

Renaisi (2022) Heritage Fund Strategy Consultation Summary analysis of all qualitative survey questions

TSIC (2022) Equality, Diversity and Inclusion Review update report

RSM (2022) Areas of Focus evaluation: Year 3 report

## Appendix: Applicant data

Since the Heritage Fund's launch of our new "Get funding for a heritage project" service in spring 2021, those filling in the application form have provided information about how they identify themselves.

2,015 people have filled in the survey providing the following demographic information. The tables also include or the data is compared to the latest UK population data.

Age	Number	Percentage
<b>Under 18</b>	24	1.3%
<b>18 to 30</b>	153	8.4%
<b>31 to 40</b>	273	14.9%
<b>41 to 50</b>	340	18.6%
<b>51 to 60</b>	411	22.4%
<b>61 to 70</b>	389	21.2%
<b>71 to 80</b>	227	12.4%
<b>81 to 90</b>	15	0.8%
<b>Subtotal</b>	<b>1,832</b>	n/a
<b>Prefer not to say</b>	24	n/a
<b>Total</b>	<b>1,856</b>	n/a

The Office for National Statistics' estimates for [UK population](#) categorises age differently but can provide context for the above figures.

Age	UK Percentage
<b>15-19</b>	5.7%
<b>20-29</b>	12.5%
<b>30-39</b>	13.6%
<b>40-49</b>	12.6%
<b>50-59</b>	18.6%
<b>60-69</b>	10.9%
<b>70-79</b>	8.7%
<b>80-89</b>	4.1%
<b>90 and over</b>	0.9%

Ethnicity	Number	Percentage	England and Wales population <sup>1</sup>	Scotland <sup>2</sup>	Northern Ireland <sup>3</sup>
Arabic	6	0.4%	0.6%	-	0.1%
Asian or Asian British	49	3.0%	9.3%	2.7%	1.6%
Black or Black British	88	5.4%	4%	1%	0.6%
Jewish	6	0.4%	-	-	-
Mixed Ethnicity	18	1.1%	2.9%	1%	0.8%
Other	312	19.3%	2.1%	-	0.2%
White	1,136	70.3%	81.7%	96%	96.6%
<b>Subtotal</b>	<b>1,615</b>	n/a	n/a	n/a	n/a
Prefer not to say	4	n/a	n/a	n/a	n/a
<b>Total</b>	<b>1,619</b>	n/a	n/a	n/a	n/a

- <sup>1</sup> [Population of England and Wales - GOV.UK Ethnicity facts and figures \(ethnicity-facts-figures.service.gov.uk\)](https://www.gov.uk/ethnicity-facts-figures)
- <sup>2</sup> [Ethnicity | Scotland's Census \(scotlandscensus.gov.uk\)](https://www.scotlandscensus.gov.uk/ethnicity)
- <sup>3</sup> [Census 2021 Main statistics for Northern Ireland - Statistical bulletin - Ethnic group \(nisra.gov.uk\)](https://www.nisra.gov.uk/census-2021-main-statistics-for-northern-ireland)

Disability	Number	Percentage	UK population <sup>1</sup>
No	1,530	84.3%	-
Not sure	20	1.1%	-
Other	34	1.9%	-
Yes	230	12.7%	22%
<b>Subtotal</b>	<b>1,814</b>	n/a	n/a
Prefer not to say	38	n/a	n/a
<b>Total</b>	<b>1,852</b>	n/a	n/a

<sup>1</sup> [Family Resources Survey: financial year 2019 to 2020 - GOV.UK \(www.gov.uk\)](https://www.gov.uk/family-resources-survey)

Sexuality	Number	Percentage	UK population <sup>1</sup>
Asexual	15	0.9%	0.06%
Bisexual	74	4.4%	1.3%
Gay/lesbian	80	4.8%	1.8%
Heterosexual/straight	1,477	87.7%	93.6%
Other	19	1.1%	0.7
Pansexual	19	1.1%	-
<b>Subtotal</b>	<b>1,684</b>	n/a	n/a
Prefer not to say	157	n/a	n/a
<b>Total</b>	<b>1,841</b>	n/a	n/a

<sup>1</sup> [Sexual orientation, UK - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)

Gender	Number	Percentage
Agender	1	0.1%
Gender non-conforming	4	0.2%
Man	784	43.0%
Non-binary	15	0.8%
Other	15	0.8%
Woman	1,006	55.1%
<b>Subtotal</b>	<b>1,825</b>	n/a
Prefer not to say	31	n/a
<b>Total</b>	<b>1,856</b>	n/a

Below are the population data for sex and gender. The gender data for Scotland and Northern Ireland will be included once the census data is released.

Sex	England and Wales <sup>1</sup>	Scotland <sup>2</sup>	Northern Ireland <sup>3</sup>
Female	51%	52%	51%
Male	49%	48%	49%

- <sup>1</sup> [Population and household estimates, England and Wales: Census 2021, Age and Sex of the population – Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)
- <sup>2</sup> [Population | Scotland's Census \(scotlandscensus.gov.uk\)](https://www.scotlandscensus.gov.uk)
- <sup>3</sup> [Census 2021 main statistics demography tables – age and sex | Northern Ireland Statistics and Research Agency \(nisra.gov.uk\)](https://www.nisra.gov.uk)

Gender	England and Wales <sup>1</sup>
Gender identity different from sex registered at birth but no specific identity given	0.24%
Trans woman	0.1%
Trans man	0.1%

Gender	England and Wales <sup>1</sup>
Non-binary	0.06%
All other gender identities	0.04%

<sup>1</sup> [Gender identity, England and Wales - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk)