

EQUALITY IMPACT ASSESSMENT

Proposal to align Events & City Centre Teams – Refocus
on contracted and commercial events

Reference: EIA000324



 **RESET**

 **RESHAPE**

 **RESTART**

EIA Form – About your EIA

| | |
|---|--|
| Reference number | EIA000324 |
| Date Submitted | 30/01/2024 |
| Subject of the EIA | Proposal to align Events & City Centre Teams – Refocus on contracted and commercial events |
| Brief description of the policy, service or function covered by the EIA | The Events and City Centre functions are undergoing a redesign to implement efficiencies (align processes/procedures) and also to reduce activity focussing on contracted events and those that are commercially beneficial to the city. The budget for events will be reduced to deliver a £300k saving. Reducing the events budget will reduce the number of events held which of course has an impact on those attending. |
| Equality Assessment is in support of... | ["Amended function"] |
| How frequently will you review impact and mitigation measures identified in this EIA? | Annually |
| Due date of the first review | 2025-03-28 |

Directorate, Division & Service Area

| | |
|--|---------------------|
| Which directorate(s) are responsible for this EIA? | ["City Operations"] |
| Division | Neighbourhoods |
| Service area | Neighbourhoods |
| Budget Saving | Yes |

Officers

| | |
|---------------------|--------------|
| Responsible officer | Chris Jordan |
| Accountable officer | Craig Cooper |

Data Sources

| | |
|---------------------|--|
| Data sources | ["Data provided by NGBs"] |
| Data source details | Data provided by NGB's on their sports and audiences |

Protected Characteristics
Protected Characteristic – Age


| | |
|---|-----|
| Does this proposal impact people due to their age as per the Equality Act 2010? | No |
| What age groups are impacted by your proposal? | N/A |
| Please describe the impact to the age characteristic | N/A |
| How will you mitigate against any negative impact to the age characteristic? | N/A |

Protected Characteristic – Disability

| | |
|--|-----|
| Does this proposal impact those people with a disability as per the Equality Act 2010? | No |
| Please describe the impact to the disability characteristic | N/A |
| How will you mitigate against any negative impact to the disability characteristic? | N/A |

Protected Characteristic – Sex

| | |
|---|-----|
| Does this proposal impact citizens based on their sex as per the Equality Act 2010? | No |
| What sexes will be impacted by this proposal? | N/A |
| Please describe the impact to the sex characteristic | N/A |
| How will you mitigate against any negative impact to the sex characteristic? | N/A |

Protected Characteristic - Gender Reassignment

| | |
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| Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010? | No |
| Please describe the impact to the gender reassignment characteristic | N/A |



| | |
|--|-----|
| How will you mitigate against any negative impact to the gender reassignment characteristic? | N/A |
|--|-----|

Protected Characteristic - Marriage and Civil Partnership

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|--|-----|
| Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010? | No |
| What legal marital or registered civil partnership status will be impacted by this proposal? | N/A |
| Please describe the impact to the marriage and civil partnership characteristic | N/A |
| How will you mitigate against any negative impact to the marriage and civil partnership characteristic? | N/A |

Protected Characteristic - Pregnancy and Maternity

| | |
|--|-----|
| Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity? | No |
| Please describe the impact to the pregnancy and maternity characteristic | N/A |
| How will you mitigate against any negative impact to the pregnancy and maternity characteristic? | N/A |

Protected Characteristic - Ethnicity and Race

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|--|---|
| Does this proposal impact people due to their race as per the Equality Act 2010? | Yes |
| What ethnic groups would be impacted by this proposal? | ["Indian", "Pakistani", "Other Asian", "Black British"] |



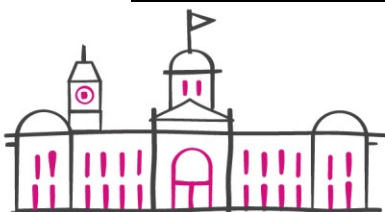
| | |
|---|---|
| Please describe the impact to the ethnicity and race characteristic | The budget reduction may limit the council's events related to basketball and kabaddi. These sports have strong followings and participation amongst diverse communities including black and asian communities. |
| How will you mitigate against any negative impact to the ethnicity and race characteristic? | reducing events funding will reduce the number of events supported by the council. This could include basketball and Kabaddi events - however the team will look to bring in lower cost events or look to support these events through other funding streams. The current basketball event is relatively small with limited spectators and kabaddi equally has limited spectators. The city council is already investing in basketball courts which will mitigate and is part of a regional submission to host the kabaddi world cup which would also mitigate. |

Protected Characteristic - Religion or Beliefs

| | |
|--|-----|
| Does this proposal impact people's religion or beliefs as per the Equality Act 2010? | No |
| What religions could be impacted by this proposal? | N/A |
| Please describe the impact to the religion or beliefs characteristic | N/A |
| How will you mitigate against any negative impact to the religion or beliefs characteristic? | N/A |

Protected Characteristic - Sexual Orientation

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|---|-----|
| Does this proposal impact people's sexual orientation as per the Equality Act 2010? | No |
| What sexual orientations may be impacted by this proposal? | N/A |
| Please describe the impact to the sexual orientation characteristic | N/A |



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|---|-----|
| How will you mitigate against any negative impact to the sexual orientation characteristic? | N/A |
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Monitoring

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| How will you ensure any adverse impact and mitigation measures are monitored? | we regularly review our events portfolio, including the impacts they achieve. an annual report is produced |
| Officer responsible for monitoring impact and mitigation | Chris Jordan |

