

# Equality Impact Assessment – Ref Number: 1237

## PART A

### Introductory Information

**Proposal name**

Budget 23/24 options: strategic events  
budget reduction

**Brief aim(s) of the proposal and the outcome(s) you want to achieve**

Aim of the proposal would be to deliver a reduction in the amount of revenue funding required to run the service. Proposal is to reduce the budget for strategic major events by 20% equating to a £50k budget reduction. These events are designed to deliver economic benefits and reputational value (community events tend to be supported from other council areas).  
Outcome: to aid the council's legal requirement to deliver set a balanced budget. The reduction in funding will require strong prioritisation of any commissioned work and some lost opportunities.

**Proposal type**

- Budget       Non Budget

**If Budget, is it Entered on Q Tier?**

- Yes       No

If yes what is the Q Tier reference

**Year of proposal (s)**

<input type="radio"/> 21/22	<input type="radio"/> 22/23	<input checked="" type="radio"/> 23/24	<input type="radio"/> 24/25	<input type="radio"/> other
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**Decision Type**

- Coop Exec
- Committee (e.g., Health Committee) which committee Economic Development, Skills and Culture
- Leader
- Individual Coop Exec Member
- Executive Director/Director
- Officer Decisions (Non-Key)
- Council (e.g., Budget and Housing Revenue Account)
- Regulatory Committees (e.g. Licensing Committee)

**Lead Committee Member**

Martin Smith

**Lead Director for Proposal**

Diana Buckley

**Person filling in this EIA form**

Lorna Jackson / Emma France

**EIA start date**

18/8/22

**Equality Lead Officer**

- Adele Robinson
- Annemarie Johnston
- Bashir Khan
- Ed Sexton
- Louise Nunn
- Beverley Law

**Lead Equality Objective ([see for detail](#))**

<input checked="" type="radio"/> Understanding Communities	<input type="radio"/> Workforce Diversity	<input checked="" type="radio"/> Leading the city in celebrating & promoting inclusion	<input type="radio"/> Break the cycle and improve life chances
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**Portfolio, Service and Team**

**Is this Cross-Portfolio**

- Yes
- No

**Portfolio/s**

City Futures

**Is the EIA joint with another organisation (e.g. NHS)?**

- Yes
- No

Please specify

**Consultation**

**Is consultation required? (Read the guidance in relation to this area)**

- Yes
- No

**If consultation is not required, please state why**

see action plan

**If consultation has already been carried out, please provide details of the results with equalities analysis**

**Are Staff who may be affected by these proposals aware of them?**

- Yes
- No

**Are Customers who may be affected by these proposals aware of them?**

- Yes
- No

**If you have said no to either please say why**

See action plan

## Initial Impact

Under the [Public Sector Equality Duty](#) we have to pay due regard to the need to:

- eliminate discrimination, harassment and victimisation
- advance equality of opportunity
- foster good relations

For a range of people who share protected characteristics, more information is available on the [Council website](#) including the [Community Knowledge Profiles](#).

## Identify Impacts

Identify which characteristic the proposal has an impact on tick all that apply

<input type="radio"/> Health	<input type="radio"/> Transgender
<input type="radio"/> Age	<input type="radio"/> Carers
<input type="radio"/> Disability	<input type="radio"/> Voluntary/Community & Faith Sectors
<input type="radio"/> Pregnancy/Maternity	<input type="radio"/> Cohesion
<input type="radio"/> Race	<input checked="" type="radio"/> Partners
<input type="radio"/> Religion/Belief	<input type="radio"/> Poverty & Financial Inclusion
<input type="radio"/> Sex	<input type="radio"/> Armed Forces
<input type="radio"/> Sexual Orientation	<input type="radio"/> Other

## Cumulative Impact

Does the Proposal have a cumulative impact?

- Yes       No

<input type="radio"/> Year on Year	<input type="radio"/> Across a Community of Identity/Interest
<input type="radio"/> Geographical Area	<input type="radio"/> Other

*If yes, details of impact*

Local Area Committee Area(s) impacted

- All       Specific

*If Specific, name of Local Committee Area(s) impacted*

## Initial Impact Overview

**Based on the information about the proposal what will the overall equality impact?**

The council supports a range of events throughout the city (steered by the Strategic Events group) with Marketing Sheffield providing strategic expertise. We do this for the extended economic benefits (increased footfall in the city centre, driving visits to the city, raising our profile to yield future opportunities). With a reduced budget, we would have to prioritise the events we support or reduce support a guided by the Strategic Events group. Given the spread of events and benefits across the city and the potential mitigations, we only assess this to be of minor impact.

**Is a Full impact Assessment required at this stage?**  Yes  No

**If the impact is more than minor, in that it will impact on a particular protected characteristic you must complete a full impact assessment below.**

## Part B

### Full Impact Assessment

#### Health

**Does the Proposal have a significant impact on health and well-being (including effects on the wider determinants of health)?**

Yes  No *if Yes, complete section below*

#### Staff

Yes  No

#### Customers

Yes  No

#### Details of impact

**Comprehensive Health Impact Assessment being completed**

Yes  No

*Please attach health impact assessment as a supporting document below.*

**Public Health Leads has signed off the health impact(s) of this EIA**

Yes  No

**Name of Health Lead Officer**

## Age

### Impact on Staff

Yes  No

### Impact on Customers

Yes  No

Details of impact

## Disability

### Impact on Staff

Yes  No

### Impact on Customers

Yes  No

Details of impact

## Sex

### Impact on Staff

Yes  No

### Impact on Customers

Yes  No

Details of impact

## Pregnancy/Maternity

### Impact on Staff

Yes  No

### Impact on Customers

Yes  No

Details of impact

## Race

Impact on Staff

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Impact on Customers

Yes       No       Yes       No

**Details of impact**

**Religion/Belief**

**Impact on Staff**

Yes       No

**Impact on Customers**

Yes       No

**Details of impact**

**Sexual Orientation**

**Impact on Staff**

Yes       No

**Impact on Customers**

Yes       No

**Details of impact**

**Gender Reassignment (Transgender)**

**Impact on Staff**

Yes       No

**Impact on Customers**

Yes       No

**Details of impact**

## Carers

### Impact on Staff

Yes  No

### Impact on Customers

Yes  No

### Details of impact

## Poverty & Financial Inclusion

### Impact on Staff

Yes  No

### Impact on Customers

Yes  No

### Details of impact

## Cohesion

### Impact on Staff

Yes  No

### Impact on Customers

Yes  No

### Details of impact

## Partners

### Impact on Staff

Yes  No

### Impact on Customers

Yes  No

### Details of impact

Given the value and possible mitigations, we believe this will have minimal equalities impact. The steering group will guide prioritisation with equalities impacts in mind.

## Armed Forces

### Impact on Staff

Yes  No

### Impact on Customers

Yes  No

**Details of impact**

**Other**

*Please specify*

**Impact on Staff**

Yes

No

**Impact on Customers**

Yes

No

**Details of impact**

**Action Plan and Supporting Evidence**

**What actions will you take to mitigate any equality impacts identified? Please include an Action Plan with timescales**

The strategic events supported are prioritised by a Steering group chaired by our executive Director. Action is to ensure equalities considerations form part of the decision making process.

**Supporting Evidence** (Please detail all your evidence used to support the EIA)

**Detail any changes made as a result of the EIA**

**Following mitigation is there still significant risk of impact on a protected characteristic.**  Yes  No



**If yes, the EIA will need corporate escalation? Please explain below**

**Sign Off – Part B (EIA Lead to complete)**

**EIAs must be agreed and signed off by the Equality lead Officer in your Portfolio or corporately. Has this been signed off?**

Yes       No

Date agreed

Name of EIA lead officer

**Review Date**

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