

BUDGET SETTING 2024-25 EQUALITY IMPACT ASSESSMENT (EIA)

Title of EIA		Grant / contract value reductions to cultural organisations
EIA Author	Name	Andy Williams
	Position	Director, Business, Investment & Culture
	Date of completion	24.11.23 Updated 08.02.24
Head of Service	Name	David Nuttall
	Position	Strategic Lead, Culture, Sports, Events and Destination
Cabinet Member	Name	Cllr David Welsh
	Portfolio	Housing & Communities

PLEASE REFER TO [EIA GUIDANCE](#) FOR ADVICE ON COMPLETING THIS FORM

SECTION 1 – Context & Background

1.1 Please tick one of the following options:

This EIA is being carried out on:

- New policy / strategy
- New service
- Review of policy / strategy
- Review of service
- Commissioning
- Other project (*please give details*)

1.2 In summary, what is the background to this EIA?

This proposal relates to a 15% reduction in the Council's funding to Culture Coventry Trust and the Belgrade Theatre by 2025/26.

SECTION 2 – Consideration of Impact

Refer to guidance note for more detailed advice on completing this section.

In order to ensure that we do not discriminate in the way our activities are designed, developed and delivered, we must look at our duty to:

- Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- Advance equality of opportunity between two persons who share a relevant protected characteristic and those who do not
- Foster good relations between persons who share a relevant protected characteristic and those who do not

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2.1 Baseline data and information

The continuing financial pressures on the Council to achieve savings has resulted in this proposal being formulated – to reduce the level of funding to both Culture Coventry Trust (management agreement) and the Belgrade Theatre (grant agreement). This will likely result in a reduction of services and events for both organisations, potentially affecting access, opening hours, or entrance, event and production prices. The reduction may also impact residents' access to cultural and heritage venues, programmes, workshops and arts performances, potentially leading to increased prices for events, workshops and productions.

The decrease in local funding may potentially impact funding from arts and cultural organisations at the national and regional level. Such current and potential future funding may be linked to conditions and/or performance indicators regarding care of collection items and acquisitions; public access; levels of participation etc.

2.2 On the basis of evidence, complete the table below to show what the potential impact is for each of the protected groups.

- Positive impact (P),
- Negative impact (N)
- Both positive and negative impacts (PN)
- No impact (NI)
- Unknown impact (UI)

Protected Characteristic	Impact type P, N, PN, NI, UI	Nature of impact and any mitigations required
Age 0-18	UI	
Age 19-64	UI	
Age 65+	UI	
Disability	UI	
Gender reassignment	UI	
Marriage and Civil Partnership	UI	
Pregnancy and maternity	UI	
Race (Including: colour, nationality, citizenship ethnic or national origins)	UI	
Religion and belief	UI	
Sex	UI	
Sexual orientation	UI	

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3.0 Will there be any potential impacts on Council staff from protected groups?

No

4.0 How will you monitor and evaluate the effect of this work?

This equality impact assessment will be reviewed if this proposal is implemented following approval of the final budget report.

However, potential mitigations of this proposal could include the following:

1. Early engagement with both organisations is crucial to collaboratively developing business plans for the future and for mitigating the impact of reduced budgets.
2. Review with both organisations existing funding agreements and commitments from wider funders, in order to mitigate the risk of secondary financial impact (where a reduction in Council funding may impact on activities funded in part or full by wider funding arrangements).
3. Explore grant application opportunities with WMCA, CWG Legacy funds, to name immediate opportunities, and other funds and funding bodies to secure funding for specific projects and initiatives.

5.0 Action Planning

Issue Identified	Planned Action	Timeframe
n/a		

6.0 Completion Statement

As the appropriate Head of Service for this area, I confirm that the potential equality impact is as follows:

- No impact has been identified for one or more protected groups
- Positive impact has been identified for one or more protected groups
- Negative impact has been identified for one or more protected groups
- Both positive and negative impact has been identified for one or more protected groups
- The potential impact of this proposal on protected groups is not yet known

7.0 Approval

Signed: Head of Service:
David Nuttall

Date:
24.11.23 / 08.02.24

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Name of Director: Andy Williams	Date sent to Director: 24.11.23 / 08.02.24
Name of Lead Elected Member: Cllr D Welsh	Date sent to Councillor: 24.11.23 / 08.02.24