

BUDGET SETTING 2024-25 EQUALITY IMPACT ASSESSMENT (EIA)

Title of EIA		Removal of Council Funding for the Godiva Festival
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 A S Khan
	Portfolio	Policing & Equalities

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 recommendation that the Council removes all direct funding to support the delivery of the Godiva Festival 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 results in this proposal being formulated – to remove all direct Council funding for the Godiva Festival by 2025/26. The emphasis will likely shift from a community-oriented event to a narrower, more commercially focused one. It is likely that audience will reduce and/or come from a broader catchment area and will be less representative of the city’s demographic. It is also likely that opportunities for local communities and emerging artists to perform or participate in the Festival programme will reduce.

In the absence of a Council subsidy, ticket prices would significantly increase as the primary source of revenue for the event. This will significantly impact all groups as potential attendees of the event.

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	N	Higher ticket process for the event could impact on this group.
Age 19-64	N	Higher ticket process for the event could impact on this group.
Age 65+	N	Higher ticket process for the event could impact on this group.
Disability	N	Higher ticket process for the event could impact on this group.
Gender reassignment	NI	
Marriage and Civil Partnership	NI	
Pregnancy and maternity	NI	
Race (Including: colour, nationality, citizenship ethnic or national origins)	N	Higher ticket process for the event could impact on this group.
Religion and belief	NI	
Sex	NI	
Sexual orientation	NI	

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2.3 Will there be any potential impacts in relation to health and/or digital inequalities?

There is a potentially negative impact on those living in the areas of highest deprivation – as increased ticket prices may mean that the event can longer be accessed by them.

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.

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
Name of Director: Andy Williams	Date sent to Director: 24.11.23 / 08.02.24
Name of Lead Elected Member: Cllr A S Khan	Date sent to Councillor: 24.11.23 / 08.02.24