Equality Impact Assessment Form

screentip-sectionA

1. Document Control

Control Details:

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Strategic Budget EIA: Y/N (Does this EIA have an impact on the budget)	Y
Exempt from publication: Y/N (All EIA's are published on Nottingham Insight for public viewing unless specified. Exemption criteria is available on the EIA section on the Intranet)	N

2. Document Amendment Record:

Version	Author	Date	Approved

3. Contributors/Reviewers (Anyone who has contributed to this document will need to be named):

Name	Position	Date
Nick Lee	Director of Education Services	17.12.20

4. Glossary of Terms

Term	Description

screentip-sectionB

5. Summary

(Please provide a brief description of proposal / policy / service being assessed)

The education directorate offers a range of additional non-statutory services to schools and academies on a commercial, traded basis. Through budget monitoring it is apparent that a number of services can no longer be considered viable due to reduced demand and sales. The reduction in demand for these services has been ongoing for a significant period, it is not simply a result of Covid-19 impact. The proposal is to cease offering the services that are loss making, manage any impact on staffing and ensure that the Council's exposure to financial loss is removed. The removal of these services will not significantly impact citizens as the services are offered directly to schools or commercial organisations or provide a brokerage service for other council services.

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6. Information used to analyse the effects on equality:

(Please include information about how you have consulted/ have data from the impacted groups)

The services affected are: Curriculum Services Projects, Theatre Technical Team, WhyNot Transport and Education Services Nottingham. Of these services only Theatre Technical Services offer a service that has a direct impact on citizens, by providing technical support for performances. The remaining services are all brokerage services supporting schools not direct provision of activities or services. The Theatre Technical team do support performances of both commercial and amateur/school performance and therefore the removal of the service would primarily impact on younger people, in either a performing or audience capacity.

7. Impacts and Actions:

screentip-sectionD	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	☐	☐
Men	☐	☐
Women	☐	☐
Trans	☐	☐
Disabled people or carers.	☐	☐
Pregnancy/ Maternity	☐	☐
People of different faiths/ beliefs and those with none.	☐	☐
Lesbian, gay or bisexual people.	☐	☐
Older	☐	☐
Younger	☐	☒
Other (e.g. marriage/ civil partnership, looked after children, cohesion/ good relations, vulnerable children/ adults).	☐	☐

Please underline the group(s) /issue more adversely affected or which benefits.		

screentip-sectionE **How different groups could be affected** (Summary of impacts)	screentip-sectionF **Details of actions to mitigate, remove or justify negative impact or increase positive impact** (or why action isn't possible)
Provide details for impacts / benefits on people in different protected groups. Note: the level of detail should be proportionate to the potential impact of the proposal / policy / service. Continue on separate sheet if needed (click and type to delete this note)	Continue on separate sheet if needed (click and type to delete this note)
Younger people who attend drama or performing arts sessions supported by the Theatre Technical team are potentially affected in terms of the quality of experience they may enjoy, if technical support is either unavailable or of poorer quality .	Currently discussions are being held with organisations who may be willing to transfer in the staffing and resources that form the Technical Team. This would mitigate the overall impact by retaining the equipment and expertise within the city.

8. Arrangements for future monitoring of equality impact of this proposal / policy / service:

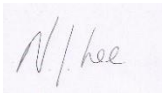
Should the transfer of service be undertaken monitoring of support to younger people through transferred service will be done annually.

9. Outcome(s) of equality impact assessment:

☒	No major change needed	☐	Adjust the policy/proposal
☐	Adverse impact but continue	☐	Stop and remove the policy/proposal

10. Approved by (manager signature) and Date sent to equality team for publishing:

Approving Manager: The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel & email to allow citizen/stakeholder feedback on proposals.	**Date sent for advice:** Send document or Link to: equalities@nottinghamcity.gov.uk

Approving Manager Signature: 	**Date of final approval:**

Before you send your EIA to the Equality and Employability Team for advice, have you:

1. Read the guidance and good practice EIA's
   http://intranet.nottinghamcity.gov.uk/media/1924/simple-guide-to-eia.doc
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user-friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly, when this is going to happen.
7. Clearly cross-referenced your impacts with SMART actions.

PLEASE NOTE: FINAL VERSION MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.