

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Development Of Commercial Partnership Between Lo B (BCC) And Rep Theatre
Directorate	Place
Service Area	Place - Equalities, Community Safety And Social Cohesion
Type	New/Proposed Policy
EA Summary	To assess if any of the protected characteristics are disproportionately affected as a result of the development of a commercial partnership to deliver an increasing surplus to the City via the effective sales and delivery of commercial sales and events in the Library of Birmingham
Reference Number	EA002151
Task Group Manager	matt.hageney@birmingham.gov.uk
Task Group Member	
Date Approved	2017-07-07 00:00:00 +0100
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Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Initial Assessment

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a New/Proposed Policy.

2 Initial Assessment

2.1 Purpose and Link to Strategic Themes

What is the purpose of this Policy and expected outcomes?

To increase commercial income (increase in income of £0.039m in year 1, £0.110m in year 2, £0.147m in year 3);

To increase the reputation of Library of Birmingham as a world class venue;

An improved service to commercial customers

For each strategy, please decide whether it is going to be significantly aided by the Function.

Children: A Safe And Secure City In Which To Learn And Grow	No
Health: Helping People Become More Physically Active And Well	No
Housing : To Meet The Needs Of All Current And Future Citizens	No
Jobs And Skills: For An Enterprising, Innovative And Green City	Yes

Comment:

The project provides an opportunity to develop jobs in the local economy.

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
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Comment:

Commercial events bookings will transfer from Acivico to a newly formed company

Will the policy have an impact on employees?	Yes
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Comment:

There is potential for the TUPE of 2 individuals to the newly formed company

Will the policy have an impact on wider community?	No
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2.3 Relevance Test

Protected Characteristics	Relevant	Full Assessment Required
Age	Not Relevant	No
Disability	Not Relevant	No
Gender	Not Relevant	No
Gender Reassignment	Not Relevant	No
Marriage Civil Partnership	Not Relevant	No
Pregnancy And Maternity	Not Relevant	No
Race	Relevant	No
Religion or Belief	Not Relevant	No
Sexual Orientation	Not Relevant	No

2.4 Analysis on Initial Assessment

It is felt that that there will be no impact on protected characteristics - the project will result in an improved service.

We have a range of customer data which reveals that most customers are corporate customers rather than individuals

3 Full Assessment

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

3.1 Race - Assessment Questions

3.1.1 Race - Relevance

Race	Relevant
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Comment:

One of the staff impacted by the change is BAME, however there is no differential because of their protected characteristic. All employees involved will be offered the choice to transfer to the new organisation or be redeployed to a suitable post within Birmingham City Council

3.1 Concluding Statement on Full Assessment

A demographic of employees affected by the change was obtained from HR; this information was then used to feed the EIA.

One of the staff impacted by the change is BAME, however there is no differential because of their protected characteristic. All employees involved will be offered the choice to transfer to the new organisation or be redeployed to a suitable post within Birmingham City Council.

4 Review Date

02/04/18

5 Action Plan

There are no relevant issues, so no action plans are currently required.