

EQUALITY IMPACT ASSESSMENT

Film Birmingham Service to become cost neutral

Reference: EIA000333



 **RESET**

 **RESHAPE**

 **RESTART**

EIA Form – About your EIA

Reference number	EIA000333
Date Submitted	01/02/2024
Subject of the EIA	Film Birmingham Service to become cost neutral
Brief description of the policy, service or function covered by the EIA	Film Birmingham is a one-stop support service for film and tv production companies filming in the city. The proposal is to make the service cost neutral by cutting expenditure and increasing income (Fees & Charges). Current net cost to the city is £0.089pa but the service generates up to £0.200m income pa for other council service areas including parking, highways, parks and property services. Approx £0.035 expenditure cuts planned incl. cut to marketing budget, supplies budget, sponsorship of sector related events and supporting training and skills programmes.
Equality Assessment is in support of...	["Amended function", "Amended service"]
How frequently will you review impact and mitigation measures identified in this EIA?	Quarterly
Due date of the first review	2024-03-25

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["City Operations"]
Division	Neighbourhoods
Service area	Cultural Development & Tourism
Budget Saving	Yes

Officers

What is the responsible officer's email address?	Symon Easton
What is the accountable officer's email address?	Chris Jordan

Data Sources

Data sources	["Quantitative data (please specify in the box below)"]
Data source details	Internal Film Birmingham budget review with Finance including income and expenditure analysis



Protected Characteristics
Protected Characteristic – Age

Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["10-19 years", "20-29 years", "30-39 years"]
Please describe the impact to the age characteristic	Lack of funding to support other organisations to deliver training and skills development programmes such as the recent Film & TV Production trainee apprenticeship programme request for funding. The Film Birmingham service doesn't deliver training itself but financially supports other local agencies to deliver (based on submissions) so the service doesn't directly gather specific data on participants such as age range, disability, ethnicity - and whilst this would be available from delivery partners evaluation, we have not been able to formally consult on the impact of proposed savings until published on councils CMIS.
How will you mitigate against any negative impact to the age characteristic?	Aim to signpost training delivery organisations / agencies to potential alternative external funding streams.

Protected Characteristic – Disability

Does this proposal impact those people with a disability as per the Equality Act 2010?	No
Please describe the impact to the disability characteristic	N/A
How will you mitigate against any negative impact to the disability characteristic?	N/A

Protected Characteristic – Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	No
What sexes will be impacted by this proposal?	N/A
Please describe the impact to the sex characteristic	N/A
How will you mitigate against any negative impact to the sex characteristic?	N/A



Protected Characteristic - Gender Reassignment

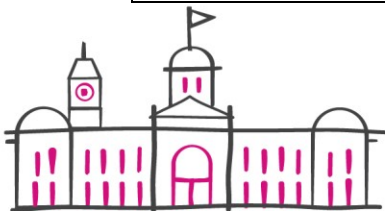
Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
Please describe the impact to the gender reassignment characteristic	N/A
How will you mitigate against any negative impact to the gender reassignment characteristic?	N/A

Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	N/A
Please describe the impact to the marriage and civil partnership characteristic	N/A
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	N/A

Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	No
Please describe the impact to the pregnancy and maternity characteristic	N/A



How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	N/A
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Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	No
What ethnic groups would be impacted by this proposal?	
Please describe the impact to the ethnicity and race characteristic	N/A
How will you mitigate against any negative impact to the ethnicity and race characteristic?	N/A

Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	No
What religions could be impacted by this proposal?	N/A
Please describe the impact to the religion or beliefs characteristic	N/A
How will you mitigate against any negative impact to the religion or beliefs characteristic?	N/A

Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	No
What sexual orientations may be impacted by this proposal?	N/A
Please describe the impact to the sexual orientation characteristic	N/A



How will you mitigate against any negative impact to the sexual orientation characteristic?	N/A
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Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	Ongoing dialogue with the film & TV sector including the regional agency Create Central and with cultural industries colleague's at WMCA Quarterly internal monitoring of service income targets and expenditure
Please enter the email address for the officer responsible for monitoring impact and mitigation	Symon Easton

