

Equality Impact Assessment (EIA):

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Date of current version:	7 July 2015		

Since the Equality Act 2010 came into force the council has continued to be committed to ensuring we provide services that meet the diverse needs of our community as well as ensure we are an organisation that is sensitive to the needs of individuals within our workforce. This Equality Impact Assessment (EIA) has been developed as a tool to enable business units to fully consider the impact of proposed decisions on the community.

This EIA will evidence that you have fully considered the impact of your proposal / strategy and carried out appropriate consultation with key stakeholders. The EIA will allow Councillors and Senior Officers to make informed decisions as part of the council's decision-making process.

Executive Lead / Head Sign off :

Executive Lead(s)		Executive Head:	
Date:		Date:	

Relevance Test – ‘A Proportionate Approach’

Not all of the proposals or strategies we put forward will be ‘relevant’ in terms of the actual or potential impact on the community in relation to equality and vulnerable groups. For instance, a report on changing a supplier of copier paper may not require an EIA to be completed whereas a report outlining a proposal for a new community swimming pool or a report proposing a closure of a service would.

Therefore before completing the EIA please answer the following questions. If you answer ‘yes’ to any of the questions below you must complete a full EIA.

1)	Does this report relate to a key decision?	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
2)	Will the decision have an impact (i.e. a positive or negative effect/change) on any of the following: <ul style="list-style-type: none"> • The Community (including specific impacts upon the vulnerable or equality groups) • Our Partners • The Council (including our structure, ‘knock-on’ effects for other business units, our reputation, finances, legal obligations or service provision) 	Y <input checked="" type="checkbox"/> Y <input checked="" type="checkbox"/> Y <input checked="" type="checkbox"/>	N <input type="checkbox"/> N <input type="checkbox"/> N <input type="checkbox"/>

Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	<p>Clearly set out the proposal and what is the intended outcome?</p>	<p>That, in the event of a “yes” vote for the proposed Torbay Retail and Tourism Business Improvement District (TRTBID), the English Riviera Tourism Company (ERTC) will be wound up and Torbay Council will cease to commission destination tourism marketing and visitor information services from 1 April 2016.</p> <p>Appropriate ERTC staff would be transferred to the new TRTBID Company and the TRTBID Company would be granted a licence to use, and serve as guardian of, the English Riviera tourism brand, website domains and logos.</p>
2.	<p>Who is intended to benefit / who will be affected?</p>	<p>Some or all of the services provided by the ERTC could be altered as a result of winding up the ERTC and transferring such services to the new TRTBID Company. These changes could have a positive or negative impact. Those likely to be affected are:</p> <ul style="list-style-type: none"> • The English Riviera Tourism Company and Board • ERTC promotional partners who rely on the ERTC to promote their businesses • Attractions may be affected as people may not have the option of getting information from the traditional sources and marketing activity could be reduced overall • Visitors – less enquiries may be able to be responded to via face-to-face, phone or email • Local residents whose jobs rely directly or indirectly on the tourism industry and those who see these services as vital to the general economy of the area

Section 2: Equalities, consultation and engagement

Torbay Council has a moral obligation as well as a duty under the Equality Act 2010 to eliminate discrimination, promote good relations and advance equality of opportunity between people who share a protected characteristic and people who do not.

The **equalities, consultation and engagement** section ensures that, as a council, we take into account the Public Sector Equality Duty at an early stage and provide evidence to ensure that we fully consider the impact of our decisions / proposals on the Torbay community.

Evidence, consultation and engagement

No	Question	Details
3.	Have you considered the available evidence?	<p>Tourism Statistics for the English Riviera:</p> <p>National Statistics – 2012 for Torbay (Visit England) – latest available</p> <ol style="list-style-type: none">1. 2012 saw a 1% uplift in total visitors (trips) to the English Riviera compared to 0% for the whole of Devon2. 2012 saw a 16% uplift in total staying visitor spend to the English Riviera compared to 15% for the whole of Devon3. 2012 saw a 18% uplift in total overseas visitors to the English Riviera compared to 10% for the whole of Devon4. 2012 saw a 28% uplift in total day visits to the English Riviera compared to 9% for the whole of Devon5. Total direct value of tourism to Torbay in 2012 was: £427,870,0006. Total indirect value of tourism to Torbay in 2012 was: £563,217,0007. Total number of jobs provided by tourism in 2012 was: 12,0208. 21% of the total population in 2012 were dependent on tourism for employment

No	Question	Details			
		There are a number of quarterly performance indicators that show that tourism across the bay is improving:			
		Indicator	2012/13	2013/14	Notes
		Businesses who consider their business to be the same/better than the previous year	51%	58%	Target 75% - Below target but up on previous year
		Businesses who reported turnover is the same of higher than the previous quarter last year	47%	55%	Target 75% - Below target but up on previous year
		Attractions who reported their visitor number were the same or higher than previous year	71%	50%	Target 75% - Below target. Many attraction are weather dependant and the good summer affected all indoor attractions
		Business confidence on future booking levels for the next quarter	38%	63%	Target 65% - slightly below target
4.	<p>How will / have you* consulted on the proposal?</p> <p><i>*delete as appropriate</i></p>	<p>Consultation has taken place with the following stakeholders through face-to-face meetings or circulation of a draft version of the attached report:</p> <ul style="list-style-type: none"> • The Board of the English Riviera Tourism Company • Torbay Town Centres Company • The Chair of the multi-stakeholder task group set up to progress the TRTBID • The Mayor and his associated Executive Leads • A number of cross-party representative Councillors • The Overview and Scrutiny Board • The Council's Senior Leadership Team • The Mosaic Partnership 			
5.	Outline the key findings	<p>Responses were received from the Board of the ERTC, The Mosaic Partnership, members of the TRTBID Task Group, the Mayor, Executive Leads, Councillors and the Senior Leadership Team. These responses were given full consideration when compiling the final report.</p>			

No	Question	Details
6.	What amendments may be required as a result of the consultation?	No significant amendments were required to the original proposals.

Positive and negative equality impacts

No	Question	Details		
7.	Identify the potential positive and negative impacts on specific groups			
		Positive Impact	Negative Impact & Mitigating Actions	Neutral Impact
	Older or younger people	No differential impact		
	People with caring Responsibilities	No differential impact		
	People with a disability	No differential impact		
	Women or men	No differential impact		
	People who are black or from a minority ethnic background (BME) <i>(Please note Gypsies / Roma are within this community)</i>	No differential impact		
	Religion or belief (including lack of belief)	No differential impact		
	People who are lesbian, gay or bisexual	No differential impact		
	People who are transgendered	No differential impact		
	People who are in a marriage or civil partnership	No differential impact		
	Women who are pregnant / on maternity leave	No differential impact		

No	Question	Details	
	Socio-economic impacts (Including impact on child poverty issues and deprivation)		Between 18% and 21% of the Torbay working population work in tourism related businesses. If visitor numbers reduce this may impact on the numbers employed in this sector and consequently on income for these families. The opposite will apply if visitor numbers increase.
	Public Health impacts (How will your proposal impact on the general health of the population of Torbay)	No differential impact	
8.	Cumulative Impacts – Council wide (proposed changes elsewhere which might worsen the impacts identified above)		
8b	Cumulative Impacts – Other public services (proposed changes elsewhere which might worsen the impacts identified above)	The Council is the only public sector organisation that supports the ERTC and therefore no other public sector proposals will impact upon them.	

Section 3: Mitigating action

No	Action	Details
9.	Summarise any negative impacts and how these will be managed?	<p>In the event of a “yes” vote, the Torbay Retail and Tourism Business Improvement District will see Torbay businesses invest a minimum of £5 million over five years. Its Business Plan identifies five main areas of work:</p> <ul style="list-style-type: none">• Marketing, promotion and events• Attractive, friendly and welcoming• Access, wayfinding and signage• Business Support• Your Torbay <p>The TRTBID will bring together the retail and tourism sectors in Torbay with the aim of continuing to grow the number of visitors and increase their spend by offering a high quality destination and experience. The success of these two sectors is also beneficial to local people and businesses in other sectors.</p>

Section 4: Monitoring

No	Action	Details
10.	Outline plans to monitor the actual impact of your proposals	<p>The Board of Directors of the TRTBID will be responsible for the successful delivery of the projects outlined in the Business Plan (which will include key performance indicators) with the BID company being answerable to the levy paying businesses.</p> <p>The Council’s Overview and Scrutiny Board will also keep a watching brief on the success of the TRTBID, in particular the impact of the ERTC ceasing to trade.</p>

Section 5: Recommended course of action

No	Action	Outcome	Tick	Reasons/justification for recommended action
11.	<p>State a recommended course of action Clearly identify an option and justify reasons for this decision. The following four outcomes are possible from an assessment (and more than one may apply to a single proposal). Please select from the 4 outcomes and justify the reasons for your decision</p>	<p>Outcome 1: No major change required - EIA <i>has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken</i></p>	✓	
		<p>Outcome 2: Adjustments to remove barriers – <i>Action to remove the barriers identified in relation to equalities have been taken or actions identified to better promote equality</i></p>		
		<p>Outcome 3: Continue with proposal - Despite <i>having identified some <u>potential</u> for adverse impact / missed opportunities in relation to equalities or to promote equality. Full justification required, especially in relation to equalities, in line with the duty to have ‘due regard’.</i></p>	✓	The mitigating actions (i.e. the creation of the Torbay Retail and Tourism Business Improvement District) will have a positive effect on the community in Torbay.
		<p>Outcome 4: Stop and rethink – EIA has <i>identified actual or potential unlawful discrimination in relation to equalities or adverse impact has been identified</i></p>		