

## Budget Proposals 2015/16: Equality Impact Assessment (EIA) – English Riviera Tourism Company - DRAFT

<b>Officer Name:</b>	<b>Sue Cheriton</b>	<b>Position:</b>	<b>Executive Head</b>
<b>Business Unit:</b>	<b>Residents and Visitor Services</b>	<b>Directorate:</b>	<b>Place and Resources</b>
<b>Date Started :</b>	<b>May 2014</b>	<b>Date of current version:</b>	<b>June 2014</b>

The council and its partners are facing a significant challenge in the savings it needs to make over the next couple of years. This Equality Impact Assessment (EIA) has been developed as a tool to enable business units to fully consider the impact of their proposals on the community. As a council we need to ensure that we are able to deliver the savings that we need to make while mitigating against any negative or adverse impacts on particular groups across our communities.

This EIA will evidence that the Council have fully considered the impact of the proposed changes and has carried out appropriate consultation on those changes with the key stakeholders. This EIA and the evidence provided within it will allow Councillors to make informed decisions as part of the decision-making process regarding the council's budget.

### Executive Lead / Head Sign off *(when final version):*

<b>Executive Lead(s)</b>	<b>Cllr Jeanette Richards</b>	<b>Executive Head:</b>	<b>Sue Cheriton</b>
<b>Date:</b>		<b>Date:</b>	

Summary from Overall Savings Proposals:

Proposals – Outline	Savings for 2015/16		Implementation Cost <i>Include brief outline + year incurred</i>	Delivery <i>When will this proposal realise income / savings</i>	Risks / impact of proposals <ul style="list-style-type: none"> <li>● <i>Potential risks</i></li> <li>● <i>Impact on community</i></li> <li>● <i>Knock on impact to other agencies</i></li> <li>● <b><i>If statutory service please state relevant legislation section and Act together with any statutory guidance issued.</i></b></li> </ul>	Type of decision		
	Income £ 000's	Budget reduction £ 000's				Internal	Minor	Major
ERTC - Cease subsidy to the English Riviera Tourism Company (ERTC)		415,000	Redundancy payments may be incurred and committed contracted costs that cannot be honoured	April 2015	<p>This proposal is to cease 100% of the grant funding to the ERTC.</p> <p>There is the potential risk that this will result in destination marketing and the delivery of the visitor service information being lost.</p> <p>It is proposed that transitional funding will be applied for 15/16 (£300k) – this is subject to agreement.</p>			X

**Section 1: Purpose of the proposal/strategy/decision**

No	Question	Details
1.	<b>Clearly set out the proposal and what is the intended outcome.</b>	<p>It is proposed to cease payment through the revenue budget for the full Contract Commissioning Fee from April 2015. This currently is £415,000 taking into account previously agreed reductions during the 2014/15 budget process.</p> <p>It is proposed that transitional funding will be applied for 15/16 (£300k) – this is subject to agreement.</p>
2.	<b>Who is intended to benefit / who will be affected?</b>	<p>Some or all of the services provided by the ERTC could potentially be lost as a result in the proposed reduction in funding. Those likely to be impacted are:</p> <ul style="list-style-type: none"> <li>• The ERTC Company and Board</li> <li>• ERTC promotional partners who rely on the ERTC to promote their businesses may be affected</li> <li>• Attractions may also be affected as people may not have the option of getting information from the traditional sources and marketing activity will be reduced overall</li> <li>• Visitors - less enquiries may be able to be responded to via face to face, phone or email. So potential visitors may have a lesser service overall.</li> <li>• Local residents who jobs rely directly or indirectly on the tourism industry and those who see these services as vital to the general economy of the area</li> </ul>

## 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"> <li>1. 2012 saw a 1% uplift in total visitors (trips) to the English Riviera compared to 0% for the whole of Devon</li> <li>2. 2012 saw a 16% uplift in total staying visitor spend to the English Riviera compared to 15% for the whole of Devon</li> <li>3. 2012 saw a 18% uplift in total overseas visitors to the English Riviera compared to 10% for the whole of Devon</li> <li>4. 2012 saw a 28% uplift in total day visits to the English Riviera compared to 9% for the whole of Devon</li> </ol> <ul style="list-style-type: none"> <li>☐ Total direct value of tourism to Torbay in 2012 was: £427,870,000</li> <li>☐ Total indirect value of tourism to Torbay in 2012 was: £563,217,000</li> <li>☐ Total number of jobs provided by tourism in 2012 was: 12,020</li> <li>☐ 21% of the total population in 2012 were dependent on tourism for employment</li> </ul>

No	Question	Details			
		<p>There are a number of quarterly performance indicators that show that tourism across the bay is improving:</p>			
		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

No	Question	Details
4.	How will / have you* consulted on the proposal?	<p>The Director of Place and Resources has advised the ERTC's CEO, Chairman and Board Directors of the proposed reductions but explained that transition funding is being considered to bridge the funding gap till the TBID vote is taken in later in 2015/ early 2016.</p> <p>Once the transition funding arrangements have been confirmed then further consultation will take place with promotional partners and the wider tourism sector.</p> <p>It is proposed that transitional funding will be applied for 15/16 (£300k) – this is subject to agreement.</p> <p>There will be consultation with local residents through online and paper based surveys as part of the wider budget consultation process.</p>
5.	Outline the key findings	<p><i><b>TO BE COMPLETED ONCE CONSULTATION UNDERTAKEN:</b> Include feedback on your proposal including where you have consulted on any alternative options. Also include response rates, number of attendees to events / focus groups, outline of specific interest groups consulted. Use bullet points to summarise the key conclusions.</i></p>
6.	What amendments may be required as a result of the consultation?	<p><i><b>TO BE COMPLETED ONCE CONSULTATION UNDERTAKEN:</b> Has feedback from the consultation and engagement process identified any changes required to the proposal? Have you had to alter your decision and look at alternative options?</i></p>

Positive and Negative Equality Impacts *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Question	Details		
7.	Identify the potential positive and negative impacts on specific groups			
		Positive Impact	Negative Impact	Neutral Impact
	Older or younger people		Loss of counter/phone Visitor Information Services (if this were to be removed) would impact on older people who do not have web access	
	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)		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	
	Socio-economic impacts (Including impact on child poverty issues and deprivation)		18% of Torbay working population work in Tourism related businesses. If visitors reduce this may impact on income for families	
	Public Health impacts (How will		No differential impact	

No	Question	Details
	your proposal impact on the general health of the population of Torbay)	
8a.	<b>Cumulative Impacts – Council wide</b> (proposed changes elsewhere which might worsen the impacts identified above)	There are no other proposals within the budget which impact upon the ERTC directly.
8b.	<b>Cumulative Impacts – Other public services</b> (proposed changes elsewhere which might worsen the impacts identified above)	The tourism economy could be affected by reduced/loss of services if no other funding can be found to supplement the service or services may cease altogether.  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 *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Action	Details
9.	<b>Summarise any negative impacts and how these will be managed?</b>	<i>Outline each negative impacts identified relating to equalities in question 7 and how each impact will be managed / monitored so that they are reduced / eliminated or mitigated. What ways can the negative impact be minimised?</i>  It is proposed that transitional funding will be applied for 15/16 (£300k) – this is subject to agreement.

### Section 4: Monitoring *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Action	Details
10.	<b>Outline plans to monitor the actual impact of your proposals</b>	<i>The full impact of decisions will only be known once it is introduced. Identify arrangements for reviewing the actual impact of proposals once they have been implemented, including dates and methods.</i>



Section 5: Recommended course of action – *TO BE COMPLETED WHEN ALL SECTIONS COMPLETE AND EIA FINALISED*

No	Action	Outcome	Tick ✓	Reasons/justification for recommended action
11.	<p><b>State a recommended course of action</b>  <i>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</i></p>	<p><b>Outcome 1: No major change required</b> - EIA has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken</p>		
		<p><b>Outcome 2: Adjustments to remove barriers</b> – Action to remove the barriers identified in relation to equalities have been taken or actions identified to better promote equality</p>		
		<p><b>Outcome 3: Continue with proposal</b> - Despite 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’.</p>		
		<p><b>Outcome 4: Stop and rethink</b> – EIA has identified actual or potential unlawful discrimination in relation to equalities or adverse impact has been identified</p>		