

Equality Impact Assessment [version 2.10]



Title: GR4

We will review the Economic Development Service and functions to deliver a service to businesses in Bristol which runs at a lower cost.

<input checked="" type="checkbox"/> Budget Proposal	<input type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Anesa Kritah
Service Area: Economic Development	Lead Officer role: Head of Economic Development

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use [plain English](#), avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

Budget context

Every year, the council must agree an annual budget which balances the money we spend with the money we are expecting to receive. Councils across the country are facing financial challenges and based on our current forecasts, we face a funding gap over the next five years (to 2027/28) of up to £87.6 million dependent on the severity of factors such as rising costs of fuel, energy and inflation. This is in addition to the £34.3 million of savings and efficiencies proposals for 2022-2027 outlined in the 2022/23 budget.

The Council has defined statutory responsibilities, but deliver against a far broader agenda, providing universal services benefiting the whole community, and targeted services aimed at individuals, communities with particular needs, and businesses – administered by our workforce, city partners, stakeholder organisations and commissioned services.

To address these challenges we must look again across all of our services to find where we can do things differently to reduce costs, be more efficient in how we do things and, in some cases, stop doing some things entirely.

This proposal sets out steps to reducing the General Fund budget allocated to the economic development service by 190K from both the operating budget for the service and core staffing budget.

We have reviewed commitments against the operating budget and reduced this by 60K to 30K per year, which will cover only critical service costs relating to legal advice for BID re-ballots, design costs for

marketing and inward investment and essential subscription to city level business start up and liquidation data.

We will increase management recharges to the markets service income and increase staff recharges to services and interventions funded through new funding coming forward under UKSPF – to more accurately reflect staff time spent managing services and delivery funded through income and/or external funding.

We will also review any fixed term contracts which are covering permanent posts funded through General Fund. However, all fixed term posts will run to the end of current contracts.

1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Bristol City Council workforce	<input type="checkbox"/> Service users	<input type="checkbox"/> The wider community
<input checked="" type="checkbox"/> Commissioned services	<input type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	[please select]
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Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

We don't anticipate any significant workforce changes through these savings proposals over the next 3 years. Savings will be met through more accurately recharging staff time (for staff funded through general fund) to income and externally funded services and interventions. There is the opportunity to reset these arrangements through new services and interventions being developed through funding proposals being development under UK Shared Prosperity Funding.


All fixed term contracts within the service will run to end of current contract terms.

The reduction in the service operating budget means that only critical activities will be funded, this includes existing commitments for 23/24. This will reduce resources and capacity to be able to respond to new and emerging issues and increases the need to identify and prioritise further external funding opportunities and build project/operating costs into new interventions, which can be externally funded.

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director¹.

¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: 
Date: 6/1/2023	Date: 6.1.2023