

Equality Impact Assessment / Equality Analysis Budget Proposals

This template has been developed for the specific purpose of analysing the equality impact of proposals that have been put forward as part of budget setting. Use this template to identify what impact or likely impact the proposal will have on people with protected characteristics.

Title of savings proposal	Heritage Services			
Growth or Savings/Income?	Savings	FTE Reduction/Increase	N/A	
Brief Description and Aim <i>(no more than 100 words)</i>	Heritage Services has a saving proposal related to a review of Discovery Cards. There is also an income generating opportunity to deliver more income at the Guildhall via an increased number of event bookings if operational changes are made to the management of the building to facilitate this.			
Budget Reduction / Growth Value <i>(note year 2 value is the increase/decrease on year 1)</i>	Year	2026/27	2027/28	2028/29
	Growth Value (£000)			
	Saving Value (£000)	75	-	-

Directorate/Service area and Cabinet Portfolio	Sustainable Community/Culture and Heritage/Economic and Cultural Sustainable Development
Impacts to Service Delivery <i>(no more than 100 words)</i>	Any changes to Discovery Cards will require an investment in time and resource to explore and deliver. The additional income at the Guildhall will require operational changes from a number of other services across the council.
Delivery Risk Rating (High/Medium/Low) <i>(Please detail reasons and actions to reduce risk)</i>	Discovery Card – High – reputational risk with no mitigation established at present Guildhall Income – Medium – requires cultural and operational change to facilitate as well as continued market trends
Do the aims of this proposal link to any other budget proposals? <i>(no more than 100 words)</i>	No
Consider whether this proposal has any knock-on impacts to other services. If so, please provide service and detail <i>(no more than 100 words)</i>	Any changes would need to be communicated clearly through corporate communications. Changes to Guildhall operation will impact Corporate Estate, Democratic Services and any services who rely on space use in the Guildhall. The main changes are that Heritage Services will control all room booking, break-out spaces may require additional space given over to events and car-parking spaces may be restricted to events use.

Assessment of impact: ‘Equality analysis’

Use the spaces below to demonstrate you have analysed how this proposal:

- Meets any needs of equality groups or helps promote equality in some way.

- Could have a negative or adverse impact for any of the equality groups - and if so, mitigating actions.
- Could have potential knock-on effects for other service areas or create problems because of cumulative impacts.

	All equality areas/characteristics	How this proposal might advance equality	Potential negative or adverse impacts - and what steps can be taken to mitigate this	Potential knock-on impacts for other service areas/other proposals
1	Sex	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>
2	Pregnancy & maternity	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>
3	Gender reassignment	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>
4	Disability	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>

5	Race	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>
6	Sexual orientation	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>
7	Marriage and civil partnership	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>
8	Religion/belief	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>
9	Age	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>	<p>The Guildhall proposals will have no effect.</p> <p>The Discovery Card changes may be impactful but more work is required to understand the exact proposals</p>

B&NES Local Priority				
10	Socio-economically disadvantaged	The Guildhall proposals will have no effect. The Discovery Card changes may be impactful but more work is required to understand the exact proposals	The Guildhall proposals will have no effect. The Discovery Card changes may be impactful but more work is required to understand the exact proposals	The Guildhall proposals will have no effect. The Discovery Card changes may be impactful but more work is required to understand the exact proposals
11	Rural communities	The Guildhall proposals will have no effect. The Discovery Card changes may be impactful but more work is required to understand the exact proposals	The Guildhall proposals will have no effect. The Discovery Card changes may be impactful but more work is required to understand the exact proposals	The Guildhall proposals will have no effect. The Discovery Card changes may be impactful but more work is required to understand the exact proposals
12	Armed Forces Community	The Guildhall proposals will have no effect. The Discovery Card changes may be impactful but more work is required to understand the exact proposals	The Guildhall proposals will have no effect. The Discovery Card changes may be impactful but more work is required to understand the exact proposals	The Guildhall proposals will have no effect. The Discovery Card changes may be impactful but more work is required to understand the exact proposals
13	Care Experienced	The Guildhall proposals will have no effect. The Discovery Card changes may be impactful but more work is required to understand the exact proposals	The Guildhall proposals will have no effect. The Discovery Card changes may be impactful but more work is required to understand the exact proposals	The Guildhall proposals will have no effect. The Discovery Card changes may be impactful but more work is required to understand the exact proposals

Name of officer(s) conducting equality analysis: Robert Campbell, Head of Culture and Heritage

Signed off by: Sophie Broadfield, Executive Director of Sustainable Communities

Date: 4th December 2025