

EQUALITY IMPACT ASSESSMENT





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?



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

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

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







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

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

