

**Equality Impact Assessment
Corporate Assessment Template**

Mae'r ddogfen hon ar gael yn Gymraeg / This document is available in Welsh

Policy/Strategy/Project/Procedure/Service/Function Title: St. David's Hall Project

New/Existing/Updating/Amending: New

Who is responsible for developing and implementing the Policy/Strategy/Project/Procedure/Service/Function?

Name: Chris Barnett

Job Title: Operational Manager

Service Team: Major Projects

Service Area: Economic Development

Assessment Date: October 2022

1. What are the objectives of the Policy/Strategy/Project/ Procedure/ Service/Function?

The Corporate Property Strategy report was presented to Cabinet on 16th December 2021 and highlighted the findings of full Conditions Surveys and associated costings for St. David's Hall. Approval was given by Cabinet to develop an Outline Business Case to consider the future investment requirements for St. David's Hall taking into account the recent surveys.

An external consultancy with industry knowledge and expertise was commissioned to produce an Outline Business Case exploring the following options:

- The Council retaining control of the venue
- Accepting a proposal made by a third party to become a commercial operator of the venue
- Investigation of market opportunities

2. Please provide background information on the Policy/Strategy/Project/Procedure/Service/Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]

As part of the commissioned OBC report, regional/local demographic information and cultural engagement information was reviewed to understand current product-based use and demand and how this may change with an alternative delivery model in the future.

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This data highlights a demographic profile of St. David's Hall catchment area and cultural engagement levels and as such suggests how this data may be used to widen / strengthen the diversity of venue customers in the future.

Following the completion of this Outline Business Case, a report will be presented to Cabinet in December 2022 to present the findings of the OBC and to seek a decision on the options proposed.

Depending on which option Cabinet decide to proceed with will result in different impacts both positive and negative.

The responses to Section 3 offer suggested, potential impacts to these options.

3 Assess Impact on the Protected Characteristics

3.1 Age

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative/]** on younger/older people?

	Yes	No	N/A
Up to 18 years	P		
18 - 65 years	P		
Over 65 years	P		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Option 1 - an in-house Council retained option would result in no change and therefore no differential impact, however if this option becomes unviable in the future then the Council may be in a position where the facility closed which would have a negative impact on all user groups.

Option 2 – the AMG proposal seeks to expand the diversity of acts/events by bringing an Academy product to the city centre which would have a positive impact to all age groups. The offer also outlines a commitment to continuing to accommodate a classical and community programme. Therefore, should this continue to support events such as youth orchestra and school activities then no differential impact would take place for younger people.

The classical programme tends to appeal to an older demographic. Retention of a classical programme would result in no differential impact to this group.

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What action(s) can you take to address the differential impact?

3.2 Disability

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on disabled people?

	Yes	No	N/A
Hearing Impairment			
Physical Impairment			
Visual Impairment			
Learning Disability			
Long-Standing Illness or Health Condition			
Mental Health			
Substance Misuse			
Other			

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

An as-is position by proceeding with an in-house retained model would result in no differential impact. However, the current accessibility of the building has its limitations and needs investment to improve accessibility. If a decision were taken to retain St. David's Hall in-house then such improvements would likely be delayed due to budget constraints.

If the in-house option proved unviable due to budget considerations the council may be forced to close the facility. The impact of closure would have a negative on all user groups.

Option 2, with acceptance of the AMG proposal would result in significant investment to the building thus improving and modernising communal areas.

What action(s) can you take to address the differential impact?

Option 1 - access improvements to be made as and when budget allows.

Option 2 - access improvements as part of AMG proposal.

3.3 Gender Reassignment

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**Equality Impact Assessment
Corporate Assessment Template**

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
Transgender People (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)			

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

An as-is position by proceeding with an in-house retained model would result in no differential impact.

The AMG proposal to invest in the building would result in upgrading and modernisation of communal areas. This presents an opportunity for the provision of gender-neutral toilets which would have a positive impact.

What action(s) can you take to address the differential impact?

3.4. Marriage and Civil Partnership

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage			X
Civil Partnership			x

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Neither option would make a differential impact.

What action(s) can you take to address the differential impact?

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Corporate Assessment Template

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3.5 Pregnancy and Maternity

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy			X
Maternity			x

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Neither option would make a differential impact.

What action(s) can you take to address the differential impact?

3.6 Race

Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White			
Mixed / Multiple Ethnic Groups			
Asian / Asian British			
Black / African / Caribbean / Black British			
Other Ethnic Groups			

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

The venue currently operates a diverse programme of community events, therefore an in-house Council retained option would result in no change and no differential impact.

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**Equality Impact Assessment
Corporate Assessment Template**

<p>The impact of closure would have a negative impact on all user groups.</p> <p>The AMG proposal seeks to expand the diversity of acts/events by bringing an Academy product to the city centre which may include music genres not currently part of the St. David’s Hall offer which may appeal to community groups that don’t currently use the venue , this would result in a positive impact. The offer also outlines a commitment to continuing to accommodate a community programme, therefore should this continue to support events community group events then no differential impact would take place.</p>
<p>What action(s) can you take to address the differential impact?</p>
<p>Option 2, seeks to expand provision of acts as part of the AMG proposal.</p>

3.7 Religion, Belief or Non-Belief

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist			
Christian			
Hindu			
Humanist			
Jewish			
Muslim			
Sikh			
Other			

<p>Please give details/consequences of the differential impact, and provide supporting evidence, if any.</p>
<p>Option 1 would make no differential impact.</p> <p>Option 2 may present a positive impact with an expansion in programme diversity.</p>
<p>What action(s) can you take to address the differential impact?</p>
<p></p>

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Equality Impact Assessment
Corporate Assessment Template

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3.8 Sex

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men			
Women			

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Neither option would make a differential impact.

What action(s) can you take to address the differential impact?

3.9 Sexual Orientation

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
Bisexual			
Gay Men			
Gay Women/Lesbians			
Heterosexual/Straight			

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

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Equality Impact Assessment
Corporate Assessment Template

Neither option would make a differential impact.

What action(s) can you take to address the differential impact?

3.10 Socio-economic Duty

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the Socio-economic Duty?

	Yes	No	N/A

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

An as-is position by proceeding with an in-house retained model would result in no differential impact. The impact of closure would have a differential impact based on the current demographics of the user groups

Should the Council proceed with the AMG proposal there may be a change to ticket prices. If these were to increase this would result in a negative impact.

What action(s) can you take to address the differential impact?

3.11 Welsh Language

Will this Policy/ Strategy/Project/Procedure/Service/Function have a **differential impact (positive/negative)** on the Welsh Language?

	Yes	No	N/A

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**Equality Impact Assessment
Corporate Assessment Template**

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Please give details/ consequences of the differential impact, and provide supporting evidence, if any.

Neither option would make a differential impact.

What action(s) can you take to address the differential impact?

4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

A decision on the future of St. David's Hall is required before a comprehensive engagement programme can be developed and implemented.

The project will commit to undertaking a full consultation and engagement programme with Equalities groups.

5. Summary of Actions [Listed in the Sections above]

Groups	Actions
Age	

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Disability	
Gender Reassignment	
Marriage & Civil Partnership	
Pregnancy & Maternity	
Race	
Religion/Belief	
Sex	
Sexual Orientation	
Socio-economic Duty	
Welsh Language	
Generic Over-Arching [applicable to all the above groups]	

6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By : Chris Barnett	Date:
Designation: Operational Manager – Major Projects	
Approved By:	
Designation:	
Service Area:	

7.1 On completion of this Assessment, please ensure that the form is submitted to the Equality Team mailbox so that there is a record of all assessments undertaken in the Council- equalityteam@cardiff.gov.uk.

For further information or assistance, please contact the Equality Team- equalityteam@cardiff.gov.uk