

Bristol City Council Equality Impact Relevance Check



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

What is the proposal?	
Name of proposal:	Review and reduce operating costs for the Lord Mayor's chapel and increase commercialisation opportunities.
Please outline the proposal.	Review the operating costs of the Lord Mayor's Chapel. This is part of a wider review and commercialisation of the Council's assets.
What savings will this proposal achieve?	£23k is the objective in regards reducing operating costs of the chapel to the council via income or other delivery models.
Name of Lead Officer	Andrea Dell

Could your proposal impact citizens with protected characteristics? (This includes service users and the wider community)
Please outline where there may be significant opportunities or positive impacts, and for whom.
Please outline where there may be significant negative impacts, and for whom.
The review could result in implications for staffing provision and/or opening hours however the objective is to try to work and establish solutions with other stakeholders and providers and income generation.

Could your proposal impact staff with protected characteristics? (i.e. reduction in posts, changes to working hours or locations, changes in pay)
Please outline where there may be significant opportunities or positive impacts, and for whom.
N/A
Please outline where there may be negative impacts, and for whom.
If the review did result in a restructure this will impact upon the staff concerned which includes 1xChaplain, 1x Verger and casual chorister/musical directors who would need to go through a Managing Change process. The staff are non-denominational but there could be a perception of an impact upon religious groups due to the nature of the roles these staff hold.

Is a full Equality Impact Assessment required?


Does the proposal have the potential to impact on people with protected characteristics in the following ways:

- levels of representation in our workforce, or
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Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.

If a Managing of Change process is required a full EQIA is required.

Service Director sign-off and date:



10 January 2018

Equalities Officer sign-off and date:



10/1/18