

FULL EQUALITY IMPACT ASSESSMENT CIVIC THEATRE

The proposal is that the Civic Theatre is to be sold as a going concern and will continue to deliver a theatre programme without the need for subsidy from the Council.

The content of this impact assessment is based on potential impacts if the Theatre does not deliver a comparable service following the sale. It is based on the current offer and highlights those likely to be impacted on if the offer changes. This is an initial impact assessment only and will be revisited and refined as the future of the Civic Theatre becomes clearer.

SUSTAINABLE COMMUNITY STRATEGY OUTCOMES:

Outcomes	Impact	Detail of impact/mitigation
People in Darlington are healthy and supported	Small negative impact	It is proposed that the theatre will continue to provide a service which contributes to overall health and wellbeing of the population. We have noted a potential impact if the programme is reduced or altered in a way does not contribute as much as the current offer.
People in Darlington are educated and skilled	No impact	
People in Darlington are financially secure	Small negative impact	If the theatre does not continue to attract users then there is a potential impact on the immediate economy associated with the theatre.
Individuals are not disadvantaged by their family circumstances at birth, or by where they reside. People live in cohesive and resilient communities	Small negative impact	It is proposed that the theatre will continue to provide a service which appeals to the broad population and offer concessions to specific groups. We have noted a potential impact if the programme is reduced or altered in a way does not contribute as much as the current offer.
People in Darlington live in sustainable neighbourhoods	No impact	

FULL EQUALITY IMPACT ASSESSMENT CIVIC THEATRE

Outcomes	Impact	Detail of impact/mitigation
Our communities are safe and free of crime	No impact	
Darlington is an ambitious, entrepreneurial place in which businesses thrive and create wealth	Medium negative impact	If the theatre does not continue to be seen as key attraction within the town then there is a potential impact on the overall image of Darlington and its quality of life offer

FULL EQUALITY IMPACT ASSESSMENT CIVIC THEATRE

FINANCIAL IMPACT:

Considerations	Impact	Detail of impact/mitigation
What are the potential monetary efficiency savings?	Medium-large Saving - £500K-£1m	
How much of an investment is needed to realise the saving?	Small-medium investment £20K-£100K	
How easy is it to implement the option?	Potential difficulties to implement	
When will the savings be realised?	Savings to be made over 6 months	

COUNCIL WIDE IMPACT:

Considerations	Impact	Detail of impact/mitigation
Economic		
Will jobs be lost by the change?	More than 5 jobs lost by change	
Socio-cultural Will the change detrimentally affect vulnerable groups or Equality Act 2010: Protected Characteristics such as below:		
Older People	Small negative impact	It is proposed that the theatre will continue to provide a service which is accessible by and offers services for older people. We have noted a potential impact if the programme is reduced or altered in a way does not contribute as much as the current offer.

FULL EQUALITY IMPACT ASSESSMENT CIVIC THEATRE

Considerations	Impact	Detail of impact/mitigation
Children	Small negative impact	As above
Disabled People	Small negative impact	As above
People with a long term limiting illness	Small negative impact	As above
BME communities	Small negative impact	As above
Faith Communities		
Unemployed or Low Income		
Carers	Small negative impact	As above
Carers		
LGBT People		
People with criminal convictions		
Refugees and Asylum Seekers		
Gypsies and Travellers		
People with mental health		
Men		
Women		
Pregnant women or those accessing Maternity Services		
Those from disadvantaged areas: List as appropriate		

FULL EQUALITY IMPACT ASSESSMENT CIVIC THEATRE

OTHER CONSIDERATIONS:

Considerations	Impact	Detail of impact/mitigation
Impact on Partners Service Delivery	Small negative impact	
Public Perception	Medium negative impact	
Other unintended consequences: list as appropriate		
Technological: Will the change be technologically difficult to implement?	No technological difficulties	
Legal: Does the change have a legal impact?	Some legal impact	
Health and Safety: Will the change have a negative impact on health and safety considerations?	No impact on Health and Safety	
Other impacts:		