

Equality Impact Assessment

The purpose of an assessment is to understand the impact of the Council's activities* on people from protected groups and to assess whether unlawful discrimination may occur. It also helps to identify key equality issues and highlight opportunities to promote equality across the Council and the community. The assessment should be carried out during the initial stages of the planning process so that any findings can be incorporated into the final proposals and, where appropriate, have a bearing on the outcome.

(*Activity can mean strategy, practice, function, policy, procedure, decision, project or service)

Name of person completing the assessment	Damien Cannell	Date of assessment	08/03/2022
Name of the proposed activity being assessed	Proposed disposal of Land to the West of Winds Ridge, Send Hill.	Is this a new or existing activity?	Existing
Who will implement the activity and who will be responsible for it?	Officers will implement any decision on the disposal of the land made by the Executive.		

1. Determining the relevance to equality

What are the aims, objectives and purpose of the activity?	To dispose of surplus amenity land for a capital receipt in accordance with the Council's Land and Property Disposals Policy.		
Is this a major activity that significantly affects how services or functions are delivered?	No	Who will benefit from this activity and how?	The Council will benefit from a capital receipt and ongoing revenue savings.
Does it relate to a function that has been identified as being important to people with particular protected characteristics?	No	Who are the stakeholders? Does the activity affect employees, service users or the wider community?	Councillors, officers, professional advisors, contractors, members of the public

Based on the above information, is the activity relevant to equality?

<p>Yes – continue to section 2</p> <p>No – please record your reasons why the activity is not relevant to equality</p>	<p>No.</p> <p>The activity does not have an impact or create barriers to any of the groups with protected characteristics.</p> <p>It is also difficult to assess any impact when no decision has been made on whether or not to dispose of the land and no planning permission has yet been granted therefore would be based on assumptions.</p>
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2. Is the proposed activity accessible for all the protected groups listed below?
(Consider in what ways the activity might create difficulties or barriers to parts of the workforce, community or protected groups. How might one or more groups be excluded because of the activity?)

Protected groups	Yes	No	Evidence
Disability			
Race			
Gender			
Sexual orientation			
Age			
Religion or belief			
Transgender or transsexual			
Marriage and civil partnership			
Pregnancy or maternity			

3. Is it likely the proposed activity will have a negative impact on one or more protected groups?

Protected groups	Yes	No	Evidence
Disability			

Race			
Gender			
Sexual orientation			
Age			
Religion or belief			
Transgender or transsexual			
Marriage and civil partnership			
Pregnancy or maternity			
<p>4. What action can be taken to address any negative impact? What measures could be included to promote a positive impact? (<i>Consider whether it is possible to amend or change the activity due to the likely adverse impact whilst still delivering the objective. Is it possible to consider a different activity which still achieves the aims but avoids an adverse impact? Is an action plan required to reduce any actual or potential adverse impact?)</i>)</p>			
<p>5. What are the main sources of evidence that have been used to identify the likely impacts on the different protected groups? (<i>Use relevant quantitative and qualitative information that is available from sources such as previous EIA's, engagement with staff and service users, equality monitoring, complaints, comments, customer equality profiles, feedback, issues raised at previous consultations and known inequalities).</i>)</p>			
<p>6. Has any consultation been carried out (e.g. with employees, service users or the wider community)? Please provide details</p>			
<p>7. Is further consultation required as a result of any negative impact identified? If so, what groups do you intend to engage with and how?</p>			
<p>8. Conclusion of Equality Impact Assessment - please summarise your findings</p>			

Name of person completing assessment: Damien Cannell
08/03/2022

Date:

Job title: Asset and Property Manager

Signature:

Senior manager name: Melissa Bromham
08/03/22

Date:

Deputy Head of Asset Management

Signature: