

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	Vince Sibley	Date of assessment	20/03/2024
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Name of the proposed activity being assessed	Disposal of Property Assets identified as surplus, as part of the Asset Disposal workstream agreed within the Financial Recovery Plan	Is this a new or existing activity?	New
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Who will implement the activity and who will be responsible for it?	Officers will implement any decision on the disposal of surplus Assets as approved by Executive.
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1. Determining the relevance to equality

What are the aims, objectives and purpose of the activity?	To dispose of surplus Assets for a capital receipt in accordance with the approved Financial Recovery Plan and Asset Disposal Strategy (awaiting approval by Exec)
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Is this a major activity that significantly affects how services or functions are delivered?	Where Operational Assets are being considered for disposal, a full review on the impact to ongoing service provision will be undertaken prior to any decision being taken.	Who will benefit from this activity and how?	The Council will benefit from capital receipts and ongoing revenue savings.
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Does it relate to a function that has been identified as being important to people with particular protected characteristics?	It is considered the programme may impact specifically on persons with protected characteristics further on through the process.	Who are the stakeholders? Does the activity affect employees, service users or the wider community?	Councillors, officers, professional advisors, contractors, members of the public
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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>Yes , however it is difficult to assess any impact when no decision has been made on whether or not to dispose of the individual assets and would be based on various 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		x	Residents, employees, business may have people with disabilities both physical and mental. It may also impact on the physical nature of the new property etc
Race	x		
Gender	x		
Sexual orientation	x		
Age		x	We know there are some groups that are retired or beyond retirement age. Young people may also be impacted
Religion or belief		x	It may be difficult to rehome people who have specific needs according to there religion
Transgender or transsexual	x		
Marriage and civil partnership	x		
Pregnancy or maternity	x		

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

Protected groups	Yes	No	Evidence
Disability	x		
Race		x	
Gender		x	
Sexual orientation		x	
Age	x		
Religion or belief	x		

Transgender or transsexual		x	
Marriage and civil partnership		x	
Pregnancy or maternity			

4. What action can be taken to address any negative impact? What measures could be included to promote a positive impact?

- We propose to consider the individual impact of each decision to dispose of a property. All properties are different, have different occupants with different abilities and needs therefore this needs to be done at the time of the decision
- Options could include rehoming, right to buy, financial assistance

5. What are the main sources of evidence that have been used to identify the likely impacts on the different protected groups?

- Information yielded from research
- Already known information re residents, tenants etc

6. Has any consultation been carried out (e.g. with employees, service users or the wider community)? Please provide details

Not at this stage

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?

Not at this time

8. Conclusion of Equality Impact Assessment - please summarise your findings

It is considered that the activities resulting from the Council's proposed Asset Disposal workstream may negatively impact on people from protected groups or allow for unlawful discrimination to occur. However the risk at the moment is low as no decisions on individual assets has yet be made.

Name of person completing assessment: Vince Sibley

Date: 20/03/2024

Job title: Asset Surveyor

Signature: . 

Senior manager name: Francesca Kosh

Date: 20/03/2024

Deputy Head of Asset Management

Signature: . 