

EQUALITY IMPACT ASSESSMENT

Subject / Title	Corporate Policy: Disposal of Council Owned Land
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Team	Department	Directorate
Estates Services	Strategic Property	Growth

Start Date	Completion Date
November 2019	July 2020

Project Lead Officer	Mathew Chetwynd
Contract / Commissioning Manager	Mathew Chetwynd
Assistant Director/ Director	Jayne Traverse

EIA Group (lead contact first)	Job title	Service
Mathew Chetwynd	Estates Business Manager	Strategic Asset Management
Alison Lloyd-Wash	Head of Environmental Development	Environmental Development
Gregg Stott	Assistant Director	Investment, Development and Housing Growth
Julie Burke	Head of Major Programmes	Investment, Development and Housing Growth
Patrick Nolan	Head of Major Programmes (Housing)	Investment, Development and Housing Growth
Nicola Marshall	Greenspace Development Manager	Operations and Greenspace
Nick Sayers	Head of Operations and Greenspace	Operations and Greenspace
Beverley Stephens	Finance Business Partner	Financial Management

PART 1 – INITIAL SCREENING

An Equality Impact Assessment (EIA) is required for all formal decisions that involve changes to service delivery and/or provision. Note: all other changes – whether a formal decision or not – require consideration for an EIA.

The Initial screening is a quick and easy process which aims to identify:

- those projects, proposals and service or contract changes which require a full EIA by looking at the potential impact on, or relevance to, any of the equality groups
- prioritise if and when a full EIA should be completed
- explain and record the reasons why it is deemed a full EIA is not required

A full EIA should always be undertaken if the project, proposal and service / contract change is likely to have an impact upon, or relevance to, people with a protected characteristic. This should be undertaken irrespective of whether the impact or relevancy is major or minor, or on a large or small group of people. If the initial screening concludes a full EIA is not required, please fully explain the reasons for this at 1e and ensure this form is signed off by the relevant Contract / Commissioning Manager and the Assistant Director / Director.

1a.	What is the project, proposal or service / contract change?	An updated Corporate Policy on the Disposal of Council Owned Land (and Buildings).
1b.	What are the main aims of the project, proposal or service / contract change?	Government Policy is that local authorities dispose of surplus and under-used land and property wherever possible, subject to certain conditions. The Council has adopted a Strategic Asset Management Plan (SAMP) to ensure that the Council land and property assets contribute pro-actively to the delivery of the organisation priorities. The SAMP informs investment, disinvestment, development and disposal decisions. The Disposal Policy provides further guidance and details the Council approach to the review, consultation and disposal of Land and Property.

<p>1c. Will the project, proposal or service / contract change have either a direct or indirect impact on, or relevance to, any groups of people with protected equality characteristics?</p> <p>Where there is a direct or indirect impact on, or relevance to, a group of people with protected equality characteristics as a result of the project, proposal or service / contract change please explain why and how that group of people will be affected.</p>				
Protected Characteristic	Direct Impact/Relevance	Indirect Impact/Relevance	Little / No Impact/Relevance	Explanation
Age			✓	Disposals are based on a property being declared surplus to Council requirements. This process involves the service users determining space occupied within a
Disability			✓	
Ethnicity			✓	
Sex			✓	
Religion or Belief			✓	
Sexual Orientation			✓	
Gender Reassignment			✓	

Pregnancy & Maternity			✓	property surplus to their operational requirements and therefore not required for future service delivery.
Marriage & Civil Partnership			✓	

Group (please state)	Direct Impact/Relevance	Indirect Impact/Relevance	Little / No Impact/Relevance	
Mental Health			✓	Disposals are based on a property being declared surplus to Council requirements. This process involves the service users determining space occupied within a property surplus to their operational requirements and therefore not required for future service delivery.
Carers			✓	
Military Veterans			✓	
Breast Feeding			✓	

Are there any other groups who you feel may be impacted by the project, proposal or service/contract change or which it may have relevance to?
(e.g. vulnerable residents, isolated residents, low income households, those who are homeless)

Group (please state)	Direct Impact/Relevance	Indirect Impact/Relevance	Little / No Impact/Relevance	Explanation
N/A	N/A	N/A	N/A	N/A

Wherever a direct or indirect impact or relevance has been identified you should consider undertaking a full EIA or be able to adequately explain your reasoning for not doing so. Where little / no impact or relevance is anticipated, this can be explored in more detail when undertaking a full EIA.

1d.	Does the project, proposal or service / contract change require a full EIA?	Yes	No
			✓

1e.	What are your reasons for the decision made at 1d?	The Council previously had an agreed Asset Disposals Policy. This Policy replaces the previous version. The Policy relates to the disposal of land and buildings which have been declared surplus to Council requirements. Therefore assets that have been declared surplus to Council requirements have been subject to a prior consultation process before being agreed for disposal.
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