

Equality Impact Assessment (EQIA) Initial Screening

Title of EQIA	Proposed acquisition of development land in IP1
Date	26/02/2021
Officer carrying out screening	Stuart McDonald
Service Area	Property Services
Project Sponsor	Martyn Fulcher

The characteristics protected by the Equality Act are: **Disability, Age, Sex (gender), Gender reassignment, Marriage/civil partnership, Pregnancy/maternity, Race, Sexual orientation and Religion/belief.**

The purpose of this Equality Impact Assessment is to achieve the following.

By law we must have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
- (b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- (c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

Further information on each of the characteristics can be found at the end of the document.

1. Project/Proposal/ Service changes

What is proposed?	Purchase of freehold development / employment land
Why are the changes being introduced?	Proposal serves as a strategic investment to extend the IBC land ownership in this location.
What evidence is being used to support this equality impact analysis?	Any proposed purchase will be subject to due diligence being conducted.
How will this change be implemented?	Agreement from Executive will lead to Property Services progressing with the acquisition.

2 Equality Impact Analysis

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
Age	No anticipated impact	The proposed acquisition of development land has no positive or negative impacts on this protected characteristic.	The proposed acquisition will increase the Councils land holdings and allow development of the area, therefore having no impact on the protected characteristics.
Disability	No anticipated impact	The proposed acquisition of development land has no positive or negative impacts on this protected characteristic.	The proposed acquisition will increase the Councils land holdings and allow development of the area, therefore having no impact on the protected characteristics.
Gender reassignment	No anticipated impact	The proposed acquisition of development land has no positive or negative impacts on this protected characteristic.	The proposed acquisition will increase the Councils land holdings and allow development of the area, therefore having no impact on the protected characteristics.
Pregnancy and maternity	No anticipated impact	The proposed acquisition of development land has no positive or negative impacts on this protected characteristic.	The proposed acquisition will increase the Councils land holdings and allow development of the area, therefore having no impact on the protected characteristics.
Race	No anticipated impact	The proposed acquisition of development land has no positive or	The proposed acquisition will increase the Councils land holdings and allow

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
		negative impacts on this protected characteristic.	development of the area, therefore having no impact on the protected characteristics.
Religion or belief	No anticipated impact	The proposed acquisition of development land has no positive or negative impacts on this protected characteristic.	The proposed acquisition will increase the Councils land holdings and allow development of the area, therefore having no impact on the protected characteristics.
Sex	No anticipated impact	The proposed acquisition of development land has no positive or negative impacts on this protected characteristic.	The proposed acquisition will increase the Councils land holdings and allow development of the area, therefore having no impact on the protected characteristics.
Sexual orientation	No anticipated impact	The proposed acquisition of development land has no positive or negative impacts on this protected characteristic.	The proposed acquisition will increase the Councils land holdings and allow development of the area, therefore having no impact on the protected characteristics.
Marriage and civil partnership	No anticipated impact	The proposed acquisition of development land has no positive or negative impacts on this protected characteristic.	The proposed acquisition will increase the Councils land holdings and allow development of the area, therefore having no impact on the protected characteristics.

Q. The report helps us to 'eliminate unlawful discrimination, harassment & victimisation' in the following way(s):

A. There are no unlawful discrimination, harassment or victimisation issues resulting from the proposed acquisition of the land.

Q. The report helps us to 'advance equality of opportunity...' in the following way(s):

A. There are no equality opportunity issues resulting from the proposed acquisition of the land.

Q. The policy helps us to 'foster good relations...' in the following way(s):

A. There are no relation issues resulting from the proposed acquisition of the land.

Q. The new provisions will be reviewed in the following way(s):

A. The proposed acquisition, if agreed, will be included in the masterplanning work underway.

3 Sign Off

Assessment Author:		
Project Sponsor:		

Please provide any supporting documents in the appendices below.

Appendix 1 – Definition of the nine Protected Characteristics listed under the Equality Act 2010

Age	Where this is referred to, it refers to a person belonging to a particular age (for example 32 year olds) or range of ages (for example 18 - 30 year olds).
Disability	A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Gender reassignment	This refers to a person who is proposing to undergo, is undergoing or has undergone a change from one gender to another. The Equality Act introduced a number of changes to the legal protection of transgender and transsexual people. The Act no longer requires a person to be under medical supervision to be protected - for example, a woman who decides to live permanently as a man (or visa-versa), but does not undergo any medical procedures is protected by law.
Marriage and civil partnership	Marriage is no longer restricted to a union between a man and a woman but now includes a marriage between same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
Pregnancy and maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Race	This refers to a group of people defined by their race, skin colour, and/or nationality (including citizenship) ethnic or national origins. The term ethnic minority community is used to define a group of people that is numerically smaller than the predominant white British community. This includes people from communities such as Irish, Turkish, Cypriot, Eastern European and Travelling people.
Religion and belief	The term "religion" refers to both the personal practices related to communal faith and to group rituals and communication stemming from shared conviction. Belief can include religious and philosophical beliefs, including lack of belief (e.g. atheism). Generally, a belief should affect your life choices or the way you live for it to be included in this definition.
Sex (Gender)	This refers to either a male (man) or female (woman).
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Further information on the protected characteristics can be found on the [Office of Public Sector Information Website](#)