

Equality Impact Assessment (EQIA) Initial Screening

Title of EQIA	Town Centre recovery - Identify future property development opportunities and how to incorporate with current and future development needs
Date	01-10-2020
Officer carrying out screening	Gavin Whitman – Stuart McDonald – Todd Strehlow
Service Area	Building Control – Property – Economic Development
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?	Identify future property development opportunities and how to incorporate with current and future development needs
Why are the changes being introduced?	The Coronavirus has substantially impacted on the use and safe accessibility of our building usage and our portfolio needs and requirements
What evidence is being used to support this equality impact analysis?	Data on property portfolio, to review of all property to determine if suitable for current and future needs
How will this change be implemented?	Approval by TMT

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	Identifying future property development opportunities and how they incorporate with current and future development needs has no positive or negative impacts on any of this protected characteristic.	
Disability	Potential impact – positive or negative impact	The access to and use of buildings may have a positive or negative impact on this protected characteristic. It will be necessary to review current building usage and opportunities to ensure safe access can be facilitated for all staff, service users and the public.	Ensure suitable accountable accessibility review is undertaken before any change of use or occupancy. Ensure legal requirements will be met in any change of use to building or property.
Gender reassignment	No anticipated impact	Identifying future property development opportunities and how they incorporate with current and future development needs has no positive or negative impacts on any of this protected characteristic.	
Pregnancy and maternity	No anticipated impact	Identifying future property development opportunities and how they incorporate with current and future development	

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
		needs has no positive or negative impacts on any of this protected characteristic.	
Race	No anticipated impact	Identifying future property development opportunities and how they incorporate with current and future development needs has no positive or negative impacts on any of this protected characteristic.	
Religion or belief	Possible impact	Identifying future property development opportunities and how they incorporate with current and future development needs may have a positive or negative impact this protected characteristic.	Review existing portfolio and ensure by risk assessment and accessibility audit that building offers suitable provision for religious observance.
Sex	No anticipated impact	Identifying future property development opportunities and how they incorporate with current and future development needs has no positive or negative impacts on any of this protected characteristic.	
Sexual orientation	No anticipated impact	Identifying future property development opportunities and how they incorporate with current and future development needs has no positive or negative impacts on any of this protected characteristic.	

Commented [EL1]: I have added this in as you have said there is a possible impact for this characteristic

Who is affected?	Impact (positive/negative/no change)	Explanation of impact	Actions to mitigate any adverse impact or further promote positive impact
Marriage and civil partnership	No anticipated impact	Identifying future property development opportunities and how they incorporate with current and future development needs has no positive or negative impacts on any of this protected characteristic.	

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 this action

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

A. The future property development opportunities and how to incorporate with current and future development needs will ensure it caters for all people

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

A. Future positive property development opportunities and how to incorporate with current and future development needs will positively impact on business and the public

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

A. Using data provided through positive or negative feedback

3 Sign Off

Assessment Author:	Gavin Whitman	Date: 1st October 2020
Project Sponsor:	Martyn Fulcher	Date: 7th October 2020

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 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](#)