

## **Equality Impact Assessment (EQIA) Initial Screening**

<b>Title of EQIA</b>	Town Centre recovery - Undertake review of current building usage
<b>Date</b>	01-10-2020
<b>Officer carrying out screening</b>	Gavin Whitman – Stuart McDonald – Todd Strehlow
<b>Service Area</b>	Building Control – Property – Economic Development
<b>Project Sponsor</b>	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

<b>What is proposed?</b>	Undertake review of current IBC owned building usage
<b>Why are the changes being introduced?</b>	The Coronavirus has substantially impacted on the use and safe accessibility of our building usage and our portfolio need and requirements
<b>What evidence is being used to support this equality impact analysis?</b>	Data on the building portfolio, to review of all existing accommodation for it's purpose and safe use and accessibility
<b>How will this change be implemented?</b>	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
<b>Age</b>	No anticipated impact	The access to and use of IBC owned buildings has no positive or negative impacts on any of this protected characteristic.	Review existing portfolio for suitability for current and future need and use. Ensure safe and accessible by risk assessment and accessibility audit
<b>Disability</b>	Potential impact – positive or negative impact	The access to and use of IBC owned buildings may have a positive or negative impact on any of this protected characteristic. It will be necessary to review current building usage and ensure safe access can be facilitated for all staff, service users and the public.	Review existing portfolio for suitability for current and future need and use. Ensure safe and accessible by risk assessment and accessibility audit
<b>Gender reassignment</b>	No anticipated impact	The review of current IBC owned building usage has no positive or negative impacts on any of this protected characteristic.	
<b>Pregnancy and maternity</b>	No anticipated impact	The review of current IBC owned building usage has no positive or negative impacts on any of this protected characteristic.	
<b>Race</b>	No anticipated impact	The review of current IBBC owned building usage has no positive or	

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 any of this protected characteristic.	
<b>Religion or belief</b>	Possible impact	The access to and use of IBC owned buildings may have a positive or negative impact on any of this protected characteristic. It will be necessary to review current building usage and ensure it provides consideration of religious beliefs or observance	Review existing portfolio and ensure by risk assessment and accessibility audit that building offers suitable provision for religious observance
<b>Sex</b>	No anticipated impact	The review of current IBC owned building usage has no positive or negative impacts on any of this protected characteristic.	
<b>Sexual orientation</b>	No anticipated impact	The review of current IBC owned building usage has no positive or negative impacts on any of this protected characteristic.	
<b>Marriage and civil partnership</b>	No anticipated impact	The review of current IBC owned building usage 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 review**

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

**A. The review of current building usage and accessibility will ensure it caters for all people**

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

**A. The review of current building usage and accessibility will support local businesses and engage with 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

<b>Assessment Author:</b>	<b>Gavin Whitman</b>	<b>Date: 1<sup>st</sup> October 2020</b>
<b>Project Sponsor:</b>	Martyn Fulcher	<b>Date: 7<sup>th</sup> October 2020</b>

Please provide any supporting documents in the appendices below.

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

<b>Age</b>	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).
<b>Disability</b>	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.
<b>Gender reassignment</b>	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.
<b>Marriage and civil partnership</b>	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).
<b>Pregnancy and maternity</b>	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.
<b>Race</b>	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.
<b>Religion and belief</b>	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.
<b>Sex (Gender)</b>	This refers to either a male (man) or female (woman).
<b>Sexual orientation</b>	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](#)