

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

<b>Title of EQIA</b>	Property Asset Management Strategy
<b>Date</b>	14/01/2021
<b>Officer carrying out screening</b>	Stuart McDonald
<b>Service Area</b>	Property Services
<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>	Adoption of new property asset management strategy for 2021-2026, for the Council's Commercial Property Estate.
<b>Why are the changes being introduced?</b>	To provide the Council with clear operating guidelines for the management of its land, assets and property.
<b>What evidence is being used to support this equality impact analysis?</b>	Service Level audit has identified the requirement for the Council to have an up to date Asset Management Strategy.
<b>How will this change be implemented?</b>	Adoption by Council, and regular monitoring of the strategy and annual review.

## 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 adoption and implementation of the Asset Management strategy has no positive or negative impacts on this protected characteristic.	The Asset Management strategy sets out the Council's approach to the strategic management of its land and buildings, therefore having no impact on the protected characteristics.
<b>Disability</b>	No anticipated impact	The adoption and implementation of the Asset Management strategy has no positive or negative impacts on this protected characteristic.	The Asset Management strategy sets out the Council's approach to the strategic management of its land and buildings, therefore having no impact on the protected characteristics.
<b>Gender reassignment</b>	No anticipated impact	The adoption and implementation of the Asset Management strategy has no positive or negative impacts on this protected characteristic.	The Asset Management strategy sets out the Council's approach to the strategic management of its land and buildings, therefore having no impact on the protected characteristics.
<b>Pregnancy and maternity</b>	No anticipated impact	The adoption and implementation of the Asset Management strategy has no positive or negative impacts on this protected characteristic.	The Asset Management strategy sets out the Council's approach to the strategic management of its land and buildings, therefore having no impact on the protected characteristics.
<b>Race</b>	No anticipated impact	The adoption and implementation of the Asset Management strategy has no	The Asset Management strategy sets out the Council's approach to the

<b>Who is affected?</b>	<b>Impact (positive/negative/no change)</b>	<b>Explanation of impact</b>	<b>Actions to mitigate any adverse impact or further promote positive impact</b>
		positive or negative impacts on this protected characteristic.	strategic management of its land and buildings, therefore having no impact on the protected characteristics.
<b>Religion or belief</b>	No anticipated impact	The adoption and implementation of the Asset Management strategy has no positive or negative impacts on this protected characteristic.	The Asset Management strategy sets out the Council's approach to the strategic management of its land and buildings, therefore having no impact on the protected characteristics.
<b>Sex</b>	No anticipated impact	The adoption and implementation of the Asset Management strategy has no positive or negative impacts on this protected characteristic.	The Asset Management strategy sets out the Council's approach to the strategic management of its land and buildings, therefore having no impact on the protected characteristics.
<b>Sexual orientation</b>	No anticipated impact	The adoption and implementation of the Asset Management strategy has no positive or negative impacts on this protected characteristic.	The Asset Management strategy sets out the Council's approach to the strategic management of its land and buildings, therefore having no impact on the protected characteristics.
<b>Marriage and civil partnership</b>	No anticipated impact	The adoption and implementation of the Asset Management strategy has no positive or negative impacts on this protected characteristic.	The Asset Management strategy sets out the Council's approach to the strategic management of its land and buildings, 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 adoption of this strategy.**

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 adoption of this strategy.**

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

**A. There are no relation issues resulting from the adoption of this strategy.**

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

**A. The strategy will be monitored regularly and any new provisions included if relevant to the strategy.**

### 3 Sign Off

<b>Assessment Author:</b>		
<b>Project Sponsor:</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](#)