



Equality Impact Assessment of a Strategy or Project

Service: Property and Highways	Section: Estates & Assets
Responsible Officer: Peter Gregory	Name of strategy or project assessed: Asset Strategy
Date of Assessment: 09 February 2016 Officers Involved: Peter Gregory, Senior Property Manager Estates & Assets	
1.What is the purpose of the strategy/project? <i>(Briefly describe the aims, objectives and purposes of the strategy / project</i>	
<p>The strategic, planned, consistent and efficient use of Council land and property resources</p>	
2.Who are the key stakeholders?	
<p>All Council Services All Council service users accessing Council property All tenants/prospective tenants of Council property, including commercial organisations, voluntary sector organisations, individual residents</p>	
3.Are there any other documents/strategies linked to this strategy/project? No	
4.Which needs is the strategy/project designed to meet?	
<p>The scope of the assessment is the high level strategy for the management of all Council land and property. As such it has an impact, direct or indirect on all Council services and service users, and on all third party occupiers of Council land and premises.</p> <p>The goal of the strategy is to balance the efficient management of land and property, and the organisational goal of reducing property holdings and property-related costs, with the changing demands of service delivery and increasing partnership working.</p> <p>Two issues are considered:</p> <ul style="list-style-type: none"> • The impact of the physical buildings on access to services. It specifically excludes consideration of the impact on the organisation of the Service itself. • The impact of the strategy on a group or individual's application for rights over 	

Council land and buildings.

5.Has a needs analysis been undertaken?

Yes

6.Who is affected by the strategy/project?

All Council Services
All Council service users accessing Council property
All tenants/prospective tenants of Council property, including commercial organisations, voluntary sector organisations, individual residents

7.Who has been involved in the development of the strategy/project and who has been consulted? State your consultation/involvement methodology.

This proposed Asset Strategy was considered and approved by the Council's Strategic Asset Management Group (SAM), and subsequently by the Council's Leadership Team.

8.What data have you considered for this assessment and have any gaps in the data been identified. What action will be taken to close any data gaps?

The data used is the information currently available in respect of the Council's property portfolio. This information is extensive, but there is an ongoing project to improve and add to the body of information available

9.What impact will the strategy/project have on all the protected groups?

The following comments are relevant to all the groups and communities referred to in this section below:

Is there any evidence of, or potential for unequal outcomes or disadvantage?

No. The strategy promotes greater consistency in the use and management of Council assets, and greater objectivity and transparency in the decision-making processes.

Are there, or could there be barriers to accessing the service? E.g. language, physical access etc

No. One of the goals of the strategy is to provide a property portfolio that is becoming increasingly more suitable for the purposes of the Council's service delivery. The profile of the property portfolio will be created by the front-line Council Services. This will lead to the Council providing buildings that are increasingly in better locations for service users, are in better condition generally, and that are fully compliant with all statute related to accessibility.

The Strategy does strongly promote the need for efficient management of the Council's property, specifically to manage the Council's risks and financial liability, for example in the universal use of agreements of occupation.. The demands of efficient property management can sometimes be incorrectly perceived as creating barriers. The uniform implementation of the Strategy will result in consistent treatment of all groups in the community.

Is there any evidence of unmet needs, or potential that needs will not be met?

No. The Council's capability to meet needs is constrained by the size and nature of the property portfolio, and by the resources available to deliver properties that are suitable for the aspirations of individual Services. The Strategy improves the opportunities for all groups and organisations to obtain rights over land and buildings, and seeks the use of standardised criteria to evaluate applications.

Could the policy/service encourage greater participation by a particular group or community where this is low?

No. The policy promotes inclusion by recognising that the Council's partnerships with the voluntary sector and other public sector organisations is critical to service delivery.

The policy encourages a consistent and objective approach to the management and use of assets, linked to the objectives of the Council's Services. It should, therefore, result in improved ability for groups who may currently feel marginalised to present their case for support from Council services

Information on the Council's properties for sale or to let are available to all on the Council's website.

Could the policy/service be developed to further foster good relations between different groups/communities?

No. The policy encourages partnership working and the joint use/sharing of property to deliver improved services and efficient building use.

Race Equality

Access to buildings and/or Services – no issues of disadvantage for this group have been identified.

Application for rights over land and buildings - no issues of disadvantage for this group have been identified

Disabled People

Access to buildings and/or Services - Property Services considers the Disability Discrimination Act to identify access issues with regard to Council buildings. Some buildings may not be reasonably capable of adaptation.

Carers

Access to buildings and/or Services - The strategy supports Council services in making access to support and guidance easier.

Application for rights over land and buildings - no issues of disadvantage for this group have been identified.

Gender

Access to buildings and/or Services – no issues of disadvantage for this group have been identified.

Application for rights over land and buildings - no issues of disadvantage for this group have been identified

Older People and Younger People

Access to buildings and/or Services – no issues of disadvantage for this group have been identified.

Application for rights over land and buildings - no issues of disadvantage for this group have been identified.

Ex-Armed Forces Personnel

Access to buildings and/or Services – no issues of disadvantage for this group have been identified.

Application for rights over land and buildings - no issues of disadvantage for this group have been identified.

Religion or Belief

Access to buildings and/or Services – no issues of disadvantage for this group have been identified.

Application for rights over land and buildings - no issues of disadvantage for this group have been identified.

Sexual Orientation

Access to buildings and/or Services – no issues of disadvantage for this group have been identified.

Application for rights over land and buildings - no issues of disadvantage for this group have been identified.

Gender Reassignment

Access to buildings and/or Services – no issues of disadvantage for this group have been identified.

Application for rights over land and buildings - no issues of disadvantage for this group have been identified.

Pregnant Women or Those on Maternity Leave

Access to buildings and/or Services – no issues of disadvantage for this group have been identified.

Application for rights over land and buildings - no issues of disadvantage for this group have been identified.

Marriage or Civil Partnership

Access to buildings and/or Services – no issues of disadvantage for this group have been identified.

Application for rights over land and buildings - no issues of disadvantage for this group have been identified.

10.What are your main conclusions from this analysis?

The Asset Strategy is designed to provide support to the Council front-line services, by ensuring that the Council can provide a property portfolio that is increasingly suitable for the needs of service delivery. Successful application of the policy should therefore result in an enhanced experience for all Council services, partners and users.

The Strategy seeks to ensure consistent and objective standards and approaches exist to consider the position of partners, voluntary groups and other organisations that wish to take occupation of Council land and buildings.

11.What are your recommendations?

It is recommended that the goals of the Asset Strategy be recognised as supporting greater equality and accessibility and that the strategy be approved and implemented

12.What equality targets and actions have you set based on the findings of this assessment? Please attach an action plan including details of designated officers responsible for completing these actions.

None, beyond the implementation of the Asset Strategy itself

Signed (Completing Officer): _____ Date: _____

Signed (Head of Service): _____ Date: _____

