

# Appendix 2

## Equality Impact Assessment

The purpose of an assessment is to understand the impact of the Council's activities\* on people from protected groups and to assess whether unlawful discrimination may occur. It also helps to identify key equality issues and highlight opportunities to promote equality across the Council and the community. The assessment should be carried out during the initial stages of the planning process so that any findings can be incorporated into the final proposals and, where appropriate, have a bearing on the outcome.

(\*Activity can mean strategy, practice, function, policy, procedure, decision, project or service)

Name of person completing the assessment	Caroline Wallis	Date of assessment	03/05/2024
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Name of the proposed activity being assessed	Adoption of a Community Asset Transfer Policy	Is this a new or existing activity?	New
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Who will implement the activity and who will be responsible for it?	Officers will implement any descision made by the Executive or Full Council on the transfer of Assets to Community groups.(VCO)
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### 1. Determining the relevance to equality

What are the aims, objectives and purpose of the activity?	To set out a transparent and consistent approach to applications and the decision-making process governing the transfer of assets to community organisations.
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Is this a major activity that significantly affects how services or functions are delivered?	No	Who will benefit from this activity and how?	The community will benefit from being able to have community groups deliver services from Council owned assets
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Does it relate to a function that has been identified as being important to people with particular protected characteristics?	No	Who are the stakeholders? Does the activity affect employees, service users or the wider community?	Councillors, officers, professional advisors, contractors, members of the community.
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### Based on the above information, is the activity relevant to equality?

<p><b>Yes – continue to section 2</b></p> <p><b>No – please record your reasons why the activity is not relevant to equality</b></p>	<p>Yes.</p> <p>The activity may have a minimal impact but does not create barriers to any of the groups with protected characteristics.</p> <p>The policy will make the decision making process around Community Asset Transfer clear for Council officers, Councillor and Community groups.</p> <p>As this is a new activity it is unclear and difficult to assess whether or not it will have an impact on any protected groups however it should have a</p>
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	positive impact in giving members of the community an opportunity to have a say in the services delivered by local community groups.
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2. Is the proposed activity accessible for all the protected groups listed below?  
*(Consider in what ways the activity might create difficulties or barriers to parts of the workforce, community or protected groups. How might one or more groups be excluded because of the activity?)*

Protected groups	Yes	No	Evidence
Disability	Yes		
Race	Yes		
Gender	Yes		
Sexual orientation	Yes		
Age	Yes		
Religion or belief	Yes		
Transgender or transsexual	Yes		
Marriage and civil partnership	Yes		
Pregnancy or maternity	Yes		

3. Is it likely the proposed activity will have a negative impact on one or more protected groups?

Protected groups	Yes	No	Evidence
Disability		No	
Race		No	
Gender		No	
Sexual orientation		No	
Age		No	
Religion or belief		No	
Transgender or transsexual		No	
Marriage and civil partnership		No	

Pregnancy or maternity		No	
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4. What action can be taken to address any negative impact? What measures could be included to promote a positive impact? (*Consider whether it is possible to amend or change the activity due to the likely adverse impact whilst still delivering the objective. Is it possible to consider a different activity which still achieves the aims but avoids an adverse impact? Is an action plan required to reduce any actual or potential adverse impact?*)

The Council will ensure any negative impact is mitigated through the criteria set out in any management agreement associated with a transfer.

Asset Transfer should have a positive impact by involving the community and offering community groups the opportunity to deliver objectives themselves.

No action plan is required.

5. What are the main sources of evidence that have been used to identify the likely impacts on the different protected groups? (*Use relevant quantitative and qualitative information that is available from sources such as previous EIA's, engagement with staff and service users, equality monitoring, complaints, comments, customer equality profiles, feedback, issues raised at previous consultations and known inequalities*).

As this is a new activity it has been difficult to assess any impact. It is suggested that any impact is assessed over the course of the first three years of the policy and the policy and EIA be updated at the first review to reflect any impacts noted during the review period.

6. Has any consultation been carried out (e.g. with employees, service users or the wider community)? Please provide details

N/A

7. Is further consultation required as a result of any negative impact identified? If so, what groups do you intend to engage with and how?

N/A

8. Conclusion of Equality Impact Assessment - please summarise your findings

It is possible that there may be an very minor impact but this will not be known until the policy is in operation. The nature and intention of each transfer will differ and therefore consideration will be given to any negative or positive impacts when considering expressions of interest and agreeing any ongoing management arrangements.

**Name of person completing assessment: Caroline Wallis**

**Date: 03/05/2024**

**Job title: Strategic Asset Manager**

**Senior manager name: Marieke Van der Reijden**

**Assistant Director of Assets and Property**

**Date: 03/05/2024**