

Equality Impact Assessment

Title:	Property Asset Management Plan 2018-2022	
Version:	1.0	
Date of draft:	July 2018	
Date approved by Equalities Group	August 2018	

Section 1A: Overview

Name of Policy, Procedure, Practice, Strategy or Service:	Property Asset Management Plan 2018-2022
Service, Group, Team:	Property and Estates
Equality Assessment Lead Officer:	Property and Estates Manager
Head of Service	Head of Law and Corporate Governance

1B: Please state the intended outcomes of the policy	How will you know these have been achieved? <i>What performance monitoring is in place?</i>
<p>To review the council’s property assets, ensuring that they are aligned with council services. Buildings need to be fit for purpose, accessible, fully utilised and meet the needs of the service and community expectations.</p> <p>To identify opportunities for joint working.</p> <p>To offer opportunities for economic development and income generation.</p>	<p>Annual Service Plan milestones</p> <p>“One Public Estate” programme</p> <p>Increased business rates revenue and greater job opportunities.</p>

Section 2A: The policy. How will the policy/plan/strategy impact on residents, visitors, businesses or other agencies that we work with? *What work has been undertaken to advise these groups about the changes planned in the policy/plan/strategy?*

The council will identify efficiency savings by ensuring operational property is fit for purpose and fully utilised. In addition the council will work with partners and other agencies to identify opportunities for joint working etc. as part of the “One Public Estate” programme. Suitability for other uses or disposal of property will be considered where assets are identified as surplus.

Providing services digitally is increasingly used in the public sector resulting in changes to how residents, visitors and businesses access services and information.

The cost saving efficiencies and income generating opportunities arising from these initiatives can be used to support frontline services.

The review will offer opportunities for economic development, which will generate additional income through increased business rates revenue and may result in job availability for residents.

2B: What needs is the policy/service designed to meet? *You could also refer to your current Service Plans and how the policy/service fits into EBC's Corporate Plan Priorities. How does the policy, procedure, practice, strategy or service align with Corporate Priorities*

The council's Corporate Plan 2016-2019 includes a commitment to seek efficiencies and this includes a review of the council's property assets to ensure they are aligned with council services:

- A clean, safe and welcoming borough.
- Improved access to services.
- Delivering efficient and effective services that residents need.
- Creating opportunities for economic growth and prosperity.
- A well run efficient council.

2C: Is the service provided subject to any element of outsourcing? *Is the service delivered in part, or in its entirety by an outside company or organisation? If challenged about a service delivered on our behalf you must show that the organisation meets the expectations with regard to equalities in its customer service and recruitment and retention of staff.*

No

Section 3A: Gathering Information

What equality monitoring information do you gather and how is this information used to develop services, functions and policies at the current time. *You could look at the take up of services, customer satisfaction (complaints and compliments) and enforcement action.*

Many of the buildings used operationally are accessible by the public. The Property Asset Management Plan helps to reduce the risks

associated with owning and operating the council's land and buildings, whilst ensuring that access is maintained.

No equality data is collected about the use/accessibility of buildings by residents, visitors and businesses but facilities that are available include:

- Ramped access with handrails to Ilkeston Town Hall,
- Disabled parking spaces in council car parks,
- Double width doors that are automated at the entrance of council buildings,
- Level access in reception areas,
- Reception desks with lower sections,
- Interview rooms have chairs and space for wheelchairs,
- Adapted toilets designated for public use, some of which require a Radar key,
- Registered assistance dogs are welcome,
- The council provides information about access via it's website,
- A ramp provides access to toilets at Long Eaton Town Hall,
- A vehicular access permit scheme is available at West Park,
- West Park, Sandiacre Friesland and Victoria Park leisure centres have designated changing areas, with an adapted toilet, handrails, alarm, adapted shower, sling hoist and shower proof trolley bed,
- A moveable hoist allows access to the main pool and staff have been trained in its use,
- Pools have contrasting edges,
- A lift at Rutland Sports Park allows access to the first floor gym and to the track and pitch areas,
- Hearing induction loop,
- A lift at Victoria Park allows access to all floors,
- Victoria Park has a multi-sensory system in the teaching pool,
- A lift at Sandiacre Friesland allows access to the first floor.
- Disabled toilet facilities at Abbotsford and Cotmanhay Pavilion Community Centres.

Where spare capacity is identified the plan will ensure that consideration is given to the use of council buildings to provide a service hub, allowing continued access to those services that require continued face to face provision.

3B: What does available data and the results of any consultations show about the take up of services? What is the impact on different groups? (qualitative and quantitative). *You could look at previous community consultation exercises, customer reviews, census data, staff feedback etc. Does your consultation identify responses by protected characteristic or identify particular community and voluntary groups that you worked with.*

Remember: by law you are required to be able to demonstrate, through data analysis and evidence, that you have considered the impact of your service on **ALL** of the relevant protected groups. This document is just a short summary of this process and a tool to help you to check that you have taken the Equality Act 2010 and the Council's equality objectives into consideration.

No current data or consultation data is available. The council ensures that any complaints where the customer states that a protected characteristic has been affected is brought to the attention of the council's Customer Care Officer.

Section 4: Impact Assessment *Here you need to analyse the needs of different groups and the possible impacts the service may have on them. How is the policy or decision likely to affect the **promotion of equality** and the **elimination of discrimination** in each of the groups?*

Stake Holder Group	Is this group likely to be affected in a positive way?	In what way will they be affected?	Is this group likely to be affected in a negative way?	In what way will they be affected?
Age (older people, young people)	Yes	Public facing buildings cater for all ages. The Council Chamber at Long Eaton is used by the Long Eaton 50+ Forum. The council invites primary schools to visit their buildings to show them the work that the Mayor and the council does.	No	The plan will allow the ongoing assessment of changes that are required to meet the needs of this group.
People with Disabilities	Yes	The plan will ensure that the facilities	No	The plan will allow the ongoing

(Both physical and mental impairments)		currently available are inspected and the needs of this group considered as part of the plan.		assessment of changes that are required to meet the needs of this group.
Gender (Women, Men, Transgender, Transsexuals)	Yes	The plan will ensure that facilities are provided for all residents and customers.	No	The plan will allow the ongoing assessment of changes that are required to meet the needs of this group.
Race (Black, Asian, Minority Ethnic groups. Include people whose first language is not English)	Yes	The plan will ensure that facilities are provided for all residents and customers.	No	The plan will allow the ongoing assessment of changes that are required to meet the needs of this group.
Sexual Orientation	No	No impact on this protected group.	No	No impact on this protected group.
Religion and belief	No	No impact on this protected group.	No	No impact on this protected group.
Dignity, Human Rights and Socio-economic disadvantage	Yes	The council provides access to its services, including access to PCs at two town halls across the borough and not just in a single centralised location, ensuring that access for those who are not able to afford their own transport or access to the internet can access services more locally.	No	
Marriage and Civil partnerships	No	No impact on this protected group.	No	No impact on this protected group.
Pregnancy and maternity/paternity	No	No impact on this protected group.	No	No impact on this protected group.

Section 5A: Actions	How will	When will this be	Expected outcomes /	Which Corporate Plan aim
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you monitor the ongoing effect of the policy/strategy/plan?	undertaken?	performance measures	will this action meet?
<p>The plan will be supported through an annual Service Plan.</p> <p>A programme of building condition surveys are used to prepare a 10 year planned and preventative maintenance programme. In addition there are other inspection arrangements in place for car parks and to cover H&S requirements etc.</p> <p>As with previous disposals/change of use the council will consider the need for an equality impact assessment.</p>	<p>The plan will contain key performance targets and milestones.</p> <p>Rolling 5 year programme</p> <p>Each decision to dispose of property will consider the impact on protected characteristics and the need for individual EIAs</p>	<p>The service plan is reported on quarterly.</p> <p>To identify potential issues before they become a problem, which may be more and plan for budgetary requirements.</p>	<ul style="list-style-type: none"> • A clean, safe and welcoming borough. • Delivering efficient and effective services that residents need. • Delivering efficient and effective services that residents need. • A well run and efficient council. • A well run and efficient council.

5B: If you have identified any negative impacts on any of the groups in section 4 how will you mitigate the effect?					
Negative impact	Action required to mitigate any potential negative impact	Outcome / performance measure	Lead Officer – who will the monitoring of this action be reported to?	Date that the monitoring will be undertaken, how often will it be done?	Which of the current Equality Objectives does this action meet? (State number *)

*The objectives are:

1. **Provide a welcoming and safe place for our communities, visitors and businesses which embraces equality and is free from discrimination.**
2. **Provide relevant services that are free from discrimination and delivered in a way that is responsive and accessible.**
3. **Understand and value the diversity of our communities through community engagement**
4. **Foster an accessible and inclusive working environment for all our staff and strive to achieve a workforce that is representative and diverse.**