

Budget Savings Proposals Full Equality Impact Assessment (EQIA)

Section 1: General Information

1a) Name of the savings proposal

Better Asset Management (SAV/BAM/11

1b) Service area

Asset Management, Development and Renewal

1c) Service manager

Andy Algar, Service Head Asset Management

Tok Osbogun, Head of Valuation and Estates, Asset Management

Basit Ali, Head of Asset Strategy, Asset Management

1d) Name and role of the officer/s completing the EQIA

Juanita Haynes, Information and Equalities Team Leader,

Section 2: Information about changes to services

2a) In brief please explain the savings proposals and the reasons for this change

The Better Asset Management Programme presents a range of savings options in relation to the Council's overall property portfolio. The savings options consider

- Asset disposals
- Maximising income from asset
- Asset rationalisation and co-location
- New maintenance contracts

The programme also incorporates potential savings opportunities that could be achieved by consolidation of FM, PM and repairs, maintenance across the asset portfolio and the implementation of a repairs and maintenance framework.

2b) What are the equality implications of your proposal?

The proposals will have a low impact on the equalities strands, except potentially on the disabled group who are likely to be potential users of premises. In relation to asset disposal, the policy will need to ensure that actions are taken to mitigate any potential adverse impacts which may arise as a result of the implementation of the policy. The policy would need to ensure that communities have equality of opportunity to purchase or acquire all relevant sites.

Asset disposals

The assets due for disposal in Phase 1 are listed below. As all of these buildings are currently empty, there will be no impact on service users.

Phase I (2010-11) formally agreed disposals:

22-28 Underwood Road - empty
11-31 Toynbee Street - empty
117 Poplar High Street - empty
2 Jubilee Street - empty
255-273 Cambridge Heath Road - empty
227 - 233 Commercial Road - the property is going to be empty by the time we sell this in
13 Pierhead - empty

Phase II & III (2012-13) disposals have not yet been approved by the Council. As these buildings are identified an EQIA will be carried to assess any potential adverse impact on service users.

Asset Rationalisation:

The Council's programme to rationalise its estate may result in a formal agreement to close a building. Where a building currently used to deliver a frontline service is closed, this closure and its impact will be captured by an EQIA of changes to that service. The service that is affected will undertake the EQIA and input will be provided by Asset Management.

Maximising income from assets

The savings relate to rent reviews of 7 commercial units. The legal obligation, as provided for in the leases for these properties, is for the rent to be reviewed on the basis of market rent and there are provisions included therein for third party resolution in the event of a dispute thereby ensuring that it is a fair process. Furthermore, this would ensure the tenants concerned are put on the same footing as the remaining tenants who have had their rents reviewed and are paying the market rent in respect of their units.

Section 3: Equality Impact Assessment

With reference to the analysis above, for each of the equality strands in the table below please record and evidence your conclusions around equality impact in relation to the savings proposal.

<p>Race</p> <p><i>Identify the effect of the policy on different racial groups.</i></p>	<p>Will the change in your policy/service have an adverse impact on specific ethnic groups? yes/no Please describe the analysis and interpretation of evidence to support your conclusion.</p> <p>No</p>
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<p>Disability</p> <p><i>Identify the effect of the policy on different disability groups</i></p>	<p>Will the change in your policy/service have an adverse impact on disabled people? yes/no Please describe the analysis and interpretation of evidence to support your conclusion.</p> <p>The policy could potentially have an adverse impact on the disabled groups as potential users of premises. There is the potential for premises, particularly those which have been vacant from a considerable period, are not fully DDA compliant.</p>
<p>Gender</p> <p><i>Identify the effect of the policy on different gender groups (inc Trans) groups</i></p>	<p>Will the change in your policy/service have an adverse impact on men or women? yes/no Please describe the analysis and interpretation of evidence to support your conclusion.</p> <p>No</p>

<p>Sexual Orientation</p> <p><i>Identify the effect of the policy on members of the LGB community</i></p>	<p>Will the change in your policy/service have an adverse impact on lesbian, gay or bisexual people? yes/no Please describe the analysis and interpretation of evidence to support your conclusion.</p> <p>No</p>
<p>Religion and Belief</p> <p><i>Identify the effect of the policy on different religious and faith groups</i></p>	<p>Will the change in your policy/service have an adverse impact on people who practice a religion or belief? yes/no Please describe the analysis and interpretation of evidence to support your conclusion.</p> <p>No.</p>

<p>Age</p> <p><i>Identify the effect of the policy on different age groups using the prompts above</i></p>	<p>Will the change in your policy/service have an adverse impact on specific age groups? yes/no Please describe the analysis and interpretation of evidence to support your conclusion.</p> <p>No.</p>
<p>Socio-economic</p> <p><i>Identify the effect of the policy in relation to socio-economic inequalities</i></p>	<p>Will the change in your policy/service have an adverse impact on people with low incomes? yes/no Please describe the analysis and interpretation of evidence to support your conclusion.</p> <p>No</p>

<p>Other</p> <p><i>Identify if there are groups, other than those already considered, that may be adversely affected by the policy?</i></p>	<p>Will the change in your policy/service have an adverse impact on any other people (e.g. carers)? yes/no Please describe the analysis and interpretation of evidence to support your conclusion.</p> <p>N/A</p>
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<p>Staff</p> <p><i>Identify if there are any staff groups, , that may be adversely affected by the policy?</i></p>	<p>Will the change in your policy/service have an adverse impact on staff? yes/no Please describe the analysis and interpretation of evidence to support your conclusion.</p> <p>No.</p>
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Section 4: Equality Impact Assessment Action Plan

Please list in the table below any adverse impact identified and, where appropriate, steps that could be taken to mitigate this impact.

If you consider it likely that your proposal will have an adverse impact on a particular group (s) and you cannot identify steps which would mitigate or reduce this impact, you will need to demonstrate that you have considered at least one alternative way of delivering the change which has less of an adverse impact.

Adverse impact	Please describe the actions that will be taken to mitigate this impact
Asset Disposal	Open advertising of all disposal opportunities. Tender procedure in line with the council's adopted Procurement process. Ensure all premises are DDA compliant.
Asset rationalisation and co-location	Findings of the LAP1 and 2 pilot used to inform the actions required to mitigate potential impacts.

If an adverse impact cannot be mitigated please describe an alternative option, its costs and the equality impact.

Section 5: Future Review and Monitoring

Please explain how and when the actual equality impact of these changes will be reviewed and monitored.

Asset Disposals

Subject to Cabinet approval disposals are already scheduled for 2012 onwards.

Asset rationalisation and co-location

Review and monitoring arrangements to be informed by the findings of the pilot study for LAP 1 and 2. further analysis will be required, particularly in relation to how services are configured to ensure that any adverse impacts on access to services are mitigated.

APPENDIX A: Equality Impact Assessment Test of Relevance

TRIGGER QUESTIONS	YES / NO	IF YES PLEASE BRIEFLY EXPLAIN.....
Does the change reduce resources available to address inequality?	Yes	The proposed reduction in the council's operation portfolio due to reductions in services may have an impact on council services.
CHANGES TO A SERVICE		
Does the change alter access to the service?	Yes	Potentially access may be altered
Does the change involve revenue raising?	No	
Does the change alter who is eligible for the service?	No	
Does the change involve a reduction or removal of income transfers to service users?	No	
Does the change involve a contracting out of a service currently provided in house?	No	
CHANGES TO STAFFING		

Does the change involve a reduction in staff?	No	
Does the change involve a redesign of the roles of staff?	No	