

Equality Impact Assessment Form **Reference –**

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| **Department** | Corporate resources | **Version no** | 1 |
| **Assessed by** | Matt Seed | **Date created** | 5/1/2022 |
| **Approved by** | Ben Middleton | **Date approved** |  |
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| **Final approval** | Ben Middleton | **Date signed off** |  |

The Equality Act 2010 requires the Council to have due regard to the need to

* eliminate unlawful discrimination, harassment and victimisation;
* advance equality of opportunity between different groups; and
* foster good relations between different groups

# Section 1: What is being assessed?

**1.1 Name of proposal to be assessed.**

£4m Property Condition & Maintenance Programme within the Council’s estate

(£2m was proposed by Executive at their meeting of the 7 December 2021. This revised figure of £4m will be presented for approval by Executive as part of the Budget Update report).

**1.2 Describe the proposal under assessment and what change it would result in if implemented.**

The strategic business driver for the Capital Programme is to improve the Councils retained estate, and reduce the continued high level of backlog maintenance, ensuring operational buildings remain compliant and fit for purpose.

Although the Property Programme has halved the Backlog Maintenance on the Councils Buildings to approximately £50m, the retained estate will always require some capital expenditure on major maintenance works in parallel with minor maintenance works funded from the revenue budget to ensure that the estate remains safe, fit for purpose, and does not deteriorate to a point of failure.

# Section 2: What the impact of the proposal is likely to be

* 1. **Will this proposal advance equality of opportunity for people who share a protected characteristic and/or foster good relations between people who share a protected characteristic and those that do not? If yes, please explain further.**

No

* 1. **Will this proposal have a positive impact and help to eliminate discrimination and harassment against, or the victimisation of people who share a protected characteristic? If yes, please explain further.**

No

* 1. **Will this proposal potentially have a negative or disproportionate impact on people who share a protected characteristic? If yes, please explain further.**

No

**2.4 Please indicate the level of negative impact on each of the protected characteristics?**

(Please indicate high (H), medium (M), low (L), no effect (N) for each)

|  |  |
| --- | --- |
| **Protected Characteristics:** | **Impact**  (H, M, L, N) |
| Age | N |
| Disability | N |
| Gender reassignment | N |
| Race | N |
| Religion/Belief | N |
| Pregnancy and maternity | N |
| Sexual Orientation | N |
| Sex | N |
| Marriage and civil partnership | N |
| **Additional Consideration:** |  |
| Low income/low wage | N |

**2.5 How could the disproportionate negative impacts be mitigated or eliminated?**

N/A

# Section 3: Dependencies from other proposals

**3.1 Please consider which other services would need to know about your proposal and the impacts you have identified. Identify below which services you have consulted, and any consequent additional equality impacts that have been identified.**

None

# Section 4: What evidence you have used?

**4.1 What evidence do you hold to back up this assessment?**

None

**4.2 Do you need further evidence?**

No, after consultation with Lead Equalities Officer

# Section 5: Consultation Feedback

**5.1 Results from any previous consultations prior to the proposal development.**

N/A

**5.2 The departmental feedback you provided on the previous consultation (as at 5.1).**

N/A

**5.3 Feedback from current consultation following the proposal development (e.g. following approval by Executive for budget consultation).**

N/A

**5.4 Your departmental response to the feedback on the current consultation (as at 5.3) – include any changes made to the proposal as a result of the feedback.**

N/A