

Equality Impact Assessment

This **online** equality impact assessment should:

An equality impact assessment should take place when considering doing something in a new way. Please submit your completed EIA as an appendix to your committee report. Please remember that this will be a public document – do not use jargon or abbreviations.

Service

Title of policy, service, function, project or strategy

Type of policy, service, function, project or strategy: Existing ☒ New/Proposed ☐

Lead Officer

People involved with completing the EIA

Step 1.1: Make sure you have clear aims and objectives

Q1. What is the aim of your policy, service, function, project or strategy?

The first element of this work is a feasibility study to bring together everything necessary to apply for a package of funding to bring the building back into use. This includes building design, cost estimates and a detailed business plan for developing community led business space for start-ups and existing small businesses. The second part of this work is a small package of building stabilisation works to arrest the building from deteriorating further and to stop refurbishment costs increasing unduly.

Q2.

Who is intended to benefit? Who will it have a detrimental effect on and how?

Initially the benefits are relatively slight as this is for a feasibility study that will hopefully lead to successful funding bids and refurbishment works to bring the building back into positive use. The building stabilisation works will not make a great difference to the external appearance of the building and so the benefits of this are quite limited too. The building does not make a very positive contribution to the local built environment and how the community feel about their area. The longterm aim of this work hopes to address this.

Step 1.2: Collecting your information

Q3. Using existing data (if available) and thinking about each group below, does, or could, the policy, service, function, project or strategy have a negative impact on the groups below?

Group	Negative	Positive/No Impact	Unclear
Age	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Faith, religion or belief	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender including marriage, pregnancy and maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual orientation including civic partnerships	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Equality Impact Assessment

Other socially excluded groups such as carers, areas of deprivation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Rural communities	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>

Step 1.3 – Is there a need to consult!

Q4. Who have you consulted with? If you haven't consulted yet please list who you are going to consult with? Please give examples of how you have or are going to consult with specific groups of communities

The building's refurbishment is a longstanding aim that has wide community support. As part of the business planning the council will be working with community partners that are already well-engaged with local community, groups, organisations and businesses. However, opportunities for wider engagement will be taken in conjunction with advice from our Consultation Officer.

Step 1.4 – Assessing the impact

Q5. Using the existing data and the assessment in questions 3 what does it tell you, is there an impact on some groups in the community?

Age: None
Disability: None
Faith, Religion or Belief: None
Gender including Marriage, Pregnancy and Maternity: None
Gender Reassignment: None
Race: None
Sexual Orientation including Civic Partnership: None
Rural Communities: None

Step 1.5 – What are the differences?

Q6. If you are either directly or indirectly discriminating, how are you going to change this or mitigate the negative impact?

Not Applicable

Q7. Do you need any more information/evidence eg statistic, consultation. If so how do you plan to address this?

The business planning element of the feasibility requires the collation of further evidence and consultation. This will follow the council's guidance to ensure it is inclusive and effective.

Step 1.6 – Make a recommendation based on steps 1.1 to 1.5

Q8. If you are in a position to make a recommendation to change or introduce the policy, service, function, project or strategy, clearly show how it was decided on.

No changes intended

Q9. If you are not in a position to go ahead, what actions are you going to take?

Not applicable

Equality Impact Assessment

Q10. Where necessary, how do you plan to monitor the impact and effectiveness of this change or decision?

Not applicable