



# Equality and Safety Impact Assessment

The **public sector Equality Duty** (Section 149 of the Equality Act) requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people carrying out their activities.

The Equality Duty supports good decision making – it encourages public bodies to be more efficient and effective by understanding how different people will be affected by their activities, so that their policies and services are appropriate and accessible to all and meet different people’s needs. The Council’s Equality and Safety Impact Assessment (ESIA) includes an assessment of the community safety impact assessment to comply with section 17 of the Crime and Disorder Act and will enable the council to better understand the potential impact of the budget proposals and consider mitigating action.

<b>Name or Brief Description of Proposal</b>	<p><u>Community Asset Transfer Programme:</u></p> <p>To transfer some council assets to community, voluntary or faith organisations at less than market value through community asset transfers.</p>
<b>Brief Service Profile</b>	<p>The asset transfer approach will involve the council inviting speculative inquiries as well as proactively seeking transfers. The speculative inquiries could range from unoccupied land to community buildings with sitting tenants. It is difficult to provide more information until inquiries about specific assets have been received. Each disposal at less than market value will be considered by Cabinet and ESIA’s for specific assets will be produced as part of this decision making process.</p>
<b>Summary of Impact and Issues</b>	<p>There are two key drivers for a proactive community asset transfer programme:</p> <ul style="list-style-type: none"> <li>• Delivering elements of the Localism Act</li> <li>• Cost avoidance</li> </ul> <p>The potential negative impacts are linked to pressures on the council’s budgets as the council is increasingly unable to pay for repairs and without changes the council may have to consider closures. There is also an increased level of uncertainty, or risk, with facilities possibly being</p>

	<p>transferred to less experienced operators.</p> <p>The transfer of assets to the community will create a different range of impacts, depending on the facilities' current users, the local community, the new owners, etc. These impacts will be both positive and negative so individual, regularly updated, Equality and Safety Impact Assessments will be created for each asset transfer to explore possible impacts and whether these need mitigating.</p>
<p><b>Potential Positive Impacts</b></p>	<p>There are a range of potential positive impacts to the community being empowered to take ownership of these assets, including:</p> <ul style="list-style-type: none"> <li>• Increased community activities that better meet local needs</li> <li>• Increased community cohesion</li> <li>• Increased local skills base</li> <li>• Increased partnership working</li> </ul> <p>These positive impacts will also be explored in the individual ESIA for each asset transfer.</p>
<p><b>Responsible Service Manager</b></p>	<p>Vanessa Shahani</p>
<p><b>Date</b></p>	<p>23/4/2013</p>

<p><b>Approved by Senior Manager</b></p>	<p>Suki Sitaram, Head, Communities, Change and Partnerships Division</p>
<p><b>Signature</b></p>	
<p><b>Date</b></p>	

## Potential Impact

Impact Assessment	Details of Impact	Possible Solutions & Mitigating Actions
<b>Age</b>	<p>Depending on the assets that are transferred there may be activities already running there for older or younger people. There could be a positive impact if the activities continue or develop after transfer or a negative impact if they cease.</p>	<p>Identify organisations with sufficient capacity, skills and experience to ensure continuance of existing provision.</p> <p>Map alternative provision and work with local groups and residents to ensure activities continue to run from other bases.</p> <p>Effective signposting to infrastructure support and funding opportunities.</p> <p>These will be fully investigated in the individual ESIA for each asset transfer.</p>
<b>Disability</b>	<p>Depending on the assets that are transferred there may be activities already running there for disabled people, or people with impairments. There could be a positive impact if the activities continue or develop after transfer or a negative impact if they cease.</p>	<p>As above.</p>
<b>Gender Reassignment</b>	<p>Depending on the assets that are transferred there may be activities already running there for transgendered people. There could be a positive impact if the activities continue or develop after transfer or a negative impact if they cease.</p>	<p>As above.</p>
<b>Marriage and Civil Partnership</b>	<p>Depending on the assets that are transferred there may be activities already running there for married people or those in a civil partnership. There could be a positive impact if the activities continue or develop after transfer or a negative impact if they cease.</p>	<p>As above.</p>

<b>Pregnancy and Maternity</b>	Depending on the assets that are transferred there may already be early years activities running there e.g. Sure Start provision, NCT. There could be a positive impact if the activities continue or develop after transfer or a negative impact if they cease.	As above.
<b>Race</b>	Depending on the assets that are transferred there may already be activities running there that contribute towards cohesion, for particular minority groups or for people of a particular faith. There could be a positive impact if the activities continue or develop after transfer or a negative impact if they cease.	As above.
<b>Religion or Belief</b>	Depending on the assets that are transferred there may already be activities running there that contribute towards cohesion, for particular minority groups or for people of a particular faith. There could be a positive impact if the activities continue or develop after transfer or a negative impact if they cease.	As above.
<b>Sex</b>	Depending on the assets that are transferred there may already be activities running for men or women. There could be a positive impact if the activities continue or develop after transfer or a negative impact if they cease.	As above.
<b>Sexual Orientation</b>	Depending on the assets that are transferred there may already be activities running for lesbian, gay or bisexual people. There could be a positive impact if the activities continue or develop after transfer or a negative impact if they cease.	As above.
<b>Community Safety</b>	Development of programmes of activities could have a positive impact on community safety e.g.	As above.

	<p>increased youth provision could reduce levels of ASB.</p> <p>Conversely, should facilities close, there could be a negative impact on community safety, including community tensions, especially in inner-city locations and areas where there are greater levels of deprivation.</p>	
<b>Poverty</b>	<p>Many community buildings are located in priority neighbourhoods and provide facilities within walking distance for local people. An enhanced programme of local activities e.g. job clubs could have a positive impact on poverty.</p> <p>Conversely, should facilities have to close, there could be a negative impact on poverty.</p>	As above.
<b>Other Significant Impacts</b>	<p>Many community buildings house statutory services such as early years provision. Should facilities close then the council could struggle to meet its statutory obligations.</p>	As above.