

# Equality Impact Assessment

## Context

1. under s.149 of the Equality Act 2010, when making decisions, Brentwood Council must have regard to the Public Sector Equality Duty, ie have due regard to:
  - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
  - advancing equality of opportunity between people who share a protected characteristic and those who do not,
  - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
  - age
  - disability
  - gender reassignment
  - marriage/civil partnership
  - pregnancy/maternity
  - race
  - religion/belief
  - sex/gender
  - sexual orientation.
3. In addition to the above protected characteristics you should consider the cross-cutting elements of the proposed policy, namely the social, economic and environmental impact (including rurality) as part of this assessment. These cross-cutting elements are not a characteristic protected by law but are regarded as good practice to include.
4. The Equality Impact Assessment (EqIA) document should be used as a tool to test and analyse the nature and impact of either what we do or are planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. Use the questions in this document to record your findings. This should include the nature and extent of the impact on those likely to be affected by the proposed policy.

## Section 1: Identifying details

Your function, service area and team: Chris Leslie, Commercial Manager

If you are submitting this EqIA on behalf of another function, service area or team, specify the originating function, service area or team:

Title of policy or decision: Asset Development Programme

Officer completing the EqIA: Ray Inns Email: ray.inns@brentwood.gov.uk

Date of completing the assessment: 22 February 2018

## Section 2: Policy to be analysed

2.1	Is this a new policy (or decision) or a change to an existing policy, practice or project? YES
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision):</p> <p><b>Vision</b>  “A development, investment and optimisation programme that quickly delivers/optimises a portfolio of income generating assets and capital receipts to support the Council’s growth agenda. Whilst generating financial returns for the Council and acting commercially this programme will respect the residents, businesses and taxpayers of Brentwood and the ethics and values of the Council.”</p> <p><b>Objectives</b></p> <ul style="list-style-type: none"> <li>• Procure a joint venture partner to assist the Council in achieving its vision;</li> <li>• Generate capital and revenue returns from the Council’s asset programme;</li> <li>• Develop / Invest in / Optimise a portfolio of income generating assets that delivers a target overall return.</li> <li>• Develop a portfolio approach that balances risk and reward across a portfolio of assets;</li> <li>• In developing / making investment decisions / optimising assets be cognisant of the potential to reduce long term costs and risks to the Council Tax payers;</li> <li>• In making development / investment decisions / optimising assets take into account the Council’s growth agenda;</li> <li>• To develop and utilise a series of approaches that are in line with the Council’s corporate strategy whilst maximising income return</li> <li>• The Council will use its borrowing powers to invest in asset based transactions targeting financial return</li> <li>• Undertake activities with a view to establishing and maintaining pace</li> <li>• The Council is open to appraising out of borough investments for better financial returns and will also consider co-investment opportunities with public not for profit and private sector partners.</li> </ul> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?</p> <p>Generate financial returns (Revenue and Capital) from the Council’s asset portfolio.</p>
2.3	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none"> <li>• service users – Generate financial returns (revenue and capital) to fund overall service delivery by the Council, to improve existing services and to provide the opportunity for additional services. Service users may be temporarily affected by the development of operational assets but the impacts will be assessed and mitigation measures put in place on a case by case basis.</li> <li>• employees – Establish a more commercial and pro active approach to managing the Council’s portfolio of property assets and centralising property asset management under a corporate landlord structure. Impacts on Employees will be communicated in good time and mitigation measures put in place on a case by case basis.</li> <li>• the wider community or groups of people, particularly where there are areas of known inequalities? - Generate financial returns (revenue and capital) that will be used to support the Council’s objectives, which include services that benefit the community.</li> </ul>

	<p>Will the policy or decision influence how organisations operate?</p> <ul style="list-style-type: none"> <li>• The Council will need to establish separate companies and operate effectively with these new entities.</li> </ul>
2.4	<p>Will the policy or decision involve substantial changes in resources?</p> <ul style="list-style-type: none"> <li>• Set up costs will be incurred, including the need for external consultants.</li> <li>• During the partner procurement period a substantial amount of officer time will be required.</li> <li>• Council owned land will be developed as part of the Joint Venture arrangements.</li> <li>• Generate financial returns (revenue and capital) to fund and inform service delivery.</li> </ul>
2.5	<p>Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes?</p> <p>The asset management programme supports the Council's Transformation Vision, to explore new income generating ideas and opportunities.</p> <p>The programme will also support the work of the Council's asset management strategy.</p>

### Section 3: Evidence/data about the user population and consultation

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.1	<p>What does the information tell you about those groups identified?</p> <p>The Asset Development Programme has the potential to affect the residents of Brentwood and stakeholders across the board at some stage, depending upon what assets are ultimately developed. Consultation with all Members and in particular Ward Members has taken place which will help them to understand the process and help resolve any issues raised by their constituents. Also, the Council's Policy, Projects and Resources Committee and Full Council have been updated on a regular basis.</p>
3.2	<p>Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision?</p> <p>Exercises have been undertaken in the past few years where development proposals have been put forward for public consultation. These include:</p> <ul style="list-style-type: none"><li>• Town Centre</li><li>• William Hunter Way</li><li>• The Local Development Plan</li></ul> <p>The outcomes from all of these have been reflected in the briefings drawn up to be included in the documentation utilised in procuring a joint venture partner.</p>
3.3	<p>If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary. Please include any reasonable adjustments, e.g. accessible formats, you will provide as part of the consultation process for disabled people:</p> <p>N/A, though any future developments are likely to require planning permission and the usual consultations with those parties likely to be affected will then take place.</p>

## Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

<b>Description of impact</b>	<b>Nature of impact</b> Positive, neutral, adverse (explain why)	<b>Extent of impact</b> Low, medium, high (use L, M or H)
Age	Neutral – The development of assets will not impact on this group.	L
Disability – learning disability	Neutral – The development of assets will not impact on this group.	L
Disability – mental health issues	Neutral – The development of assets will not impact on this group.	L
Disability – physical impairment	Neutral – There will be loss of disabled parking during development, however alternative disabled parking sites are available.	L
Disability – sensory impairment (visual, hearing and deafblind)	Neutral – The development of assets will not impact on this group.	L
Gender/Sex	Neutral – The development of assets will not impact on this group.	L
Gender reassignment	Neutral – The development of assets will not impact on this group.	L
Marriage/civil partnership	Neutral – The development of assets will not impact on this group.	L
Pregnancy/maternity	Neutral – The development of assets will not impact on this group.	L
Race	Neutral – The development of assets will not impact on this group.	L
Religion/belief	Neutral – The development of assets will not impact on this group.	L
Sexual orientation	Neutral – The development of assets will not impact on this group.	L

### Cross-cutting themes

<b>Description of impact</b>	<b>Nature of impact</b> Positive, neutral, adverse (explain why)	<b>Extent of impact</b> Low, medium, high (use L, M or H)
Socio-economic	Positive – Improvement of facilities and	M

	employment opportunities.	
Environmental, eg housing, transport links/rural isolation	Positive – Increased housing supply and facilities.	<b>M</b>

<b>Section 5: Conclusion</b>			
		<b>Yes/No as appropriate</b>	
5.1	Does the EqlA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No	

