

Herefordshire Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)

Name of proposal	Review of Property Estate (S17)
Directorate and Service Area	Economy and Place, Technical Services
Saving £k	£1,000k
Name of Lead Officer (s)	Chris Jenner, Andy Husband

Step 1: What is the proposal?

Please explain your proposal in plain English, avoiding acronyms and jargon.

This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?

The proposal has 5 elements:

- 1- Reducing the number of adults and children's buildings through opportunities for sharing with our partner organisations
- 2- Disposal of further buildings and reduction in costs through planned Better Ways of Working
- 3- Property maintenance cost reduction including as a result of reduction in the overall size of the estate
- 4- Move property management to commissioned only service
- 5- Accommodation and industrial business space rental income

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

2.1 What data or evidence is there which tells us who is, or could be affected?

All building users including the public. Property Services staff.

2.2 Who is missing? Are there any gaps in the data?

Not applicable.

2.3 How have we involved, or will we involve, communities and groups that could be affected?

Consultation with communities in respect of community asset transfers. Consultation with staff and unions.

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

Disability Discrimination Act (DDA) in respect of building use and access.

3.2 Can these impacts be mitigated or justified? If so, how?

Consideration of design and services provided from buildings.

3.3 Does the proposal create any benefits for people with protected characteristics?

Improving accessibility – both physical in terms of building configuration and in terms of access to services.

3.4 Can they be maximised? If so, how?

Not applicable.

Step 4: So what?

4.1 How has the equality impact assessment informed or changed the proposal?

No change to the proposal but increased awareness around the protected characteristics.

4.2 What actions have been identified going forward?

Design assessment. Service delivery options.

4.3 How will the impact of your proposal and actions be measured moving forward?

Feedback from staff and users of buildings.

Service Director sign-off:

Date: 30 January 2021

Richard Ball
Director of Economy & Place