

SSDC Equality Analysis Template (2017)

Page 1: What is Equality Analysis?

Q1. Q1.1 Please describe the change that is the subject of this EqA i.e. the introduction of a new, or significant change to an existing, policy strategy, service or function .

SSDC have revised the Asset Transfer Policy to incorporate general disposals of council assets as well as community asset transfers.

Page 2: EQUALITY ANALYSIS (EA)

Q2. Q2.1 What information have you used to analyse the effects on equality, particularly in relation to protected groups?

We reviewed the existing policy and could find no issue that might be considered to be discriminatory.

We instructed external consultants with experience in similar local government policy to review our policy and make recommended revisions in their professional view to enhance inclusiveness and accommodate further flexibility, where/if possible in the consideration of asset disposals and the parties to which community asset transfers should be addressed.

During the revision of the policy we also referred to the Department of Communities and Local Government Guidance on disposing of Local Authority Assets (2016) for best practice.

Q3. Q2.2 What has this information told you about the potential effect on equality, particularly in relation to the protected groups?

Our existing policy was already considerate in terms of equality in relation to protected groups.

However, a wider definition of groups has now been considered, in particular for community asset transfers, to ensure that no specific community member, group or organisation is inadvertently excluded under the policy, to ensure equality of opportunity and foster good relations.

Q4. Q2.3 The Equality Act Aims to: Eliminate unlawful discrimination, harassment and victimisation Advance equality of opportunity Foster good relations With these three aims in mind, what is your assessment of the likely impact of the policy, strategy, service or function on the following?:

	Likely to benefit (Positive Impact)	Likely to disadvantage (Negative Impact)	No specific impact
People from different age groups			X
Men or women			X
Women who are pregnant or have recently given birth			X
People who have undergone, are proposing or are undergoing gender reassignment			X
People with disabilities or carers			X
People from different religions, belief or faith (including those with no belief)			X
People of different race or ethnicity			X
People who are lesbian, gay or bisexual			X
Marriage/Civil Partnership			X
People who are serving or have served in the armed forces and their families* (* this group is not protected by the Equality Act but are still potentially vulnerable or at risk of exclusion)			X

Q5. Q2.4 Where you have indicated a Positive or Negative Impact in Q2.3, please describe in more detail what the specific Impacts are.

N/A

Q6. Q2.5 What actions will be, or have been taken to either mitigate any negative impacts or create a positive impact as identified in Q4?

N/A

Q7. Q2.6 If there is a need to review the EqA, when do you propose to do this?

* 01/03/2022

Q8. Q2.7 How will you monitor the impact that the decision or policy has had on protected groups?

We will ensure community asset transfer decisions do not discriminate against protected groups, this will be monitored by the Disposals Assessment Group before granting permission to transfer/dispose of the asset.

Q9. Q3.1 Date and name of Officer Completing the EqA

* 20/03/2018

Name of Officer Completing the EqA and Date Completed
Caroline White

Q10. Q3.2 Date and name of the Line Manager/Senior Manager approving the EqA

* 21/03/2018

Name of the Line Manager approving the EqA
Clare Pestell

Q11. Q3.3 Date and Name of the Equality Coordinator signing off the EA

* 21/03/2018

Name of the Equality Coordinator
David Crisfield

Q12. Q3.4 Any Comments

The governance of this policy ensures that the proposal for any asset disposal is considered by the Disposals Assessment Group (DAG) prior to recommendation to proceed with disposal to the Chief Executive.

A formal report is prepared for each asset disposal, which is taken on a case by case merits approach. Equality considerations would be one of the matters to be considered in each report.