

Equality Impact Assessment Form

Revised September 2010



(Equality target groups are those which cover the 9 protected characteristics under the Equality act 2010: age, disability, gender reassignment, marriage & civil partnership, pregnancy & maternity, race, religion/belief, sex (as in male or female) and sexual orientation)

When completing the equality impact assessment, please remove wording not applicable to what you are assessing e.g. service, policy, procedure, practice or project

Part 1 Aims & implementation of the service, policy, procedure, practice or project

This section is the title of what is being assessed, responsible officers, purpose, where it fits within the council's wider aims and how it supports the legislation to eliminate unlawful discrimination and the promotion of equal opportunities. *(Please refer to the guidance for additional information)*

1.1 What is being assessed

The disposal of Ventnor Winter Gardens to Robert Thompson's Hambrough Group

1.2 Officer(s) and section or service responsible for completing the assessment

Barry Cooke, Strategic Manager Assets

1.3 What is the main purpose or aims of the project

The Winter Gardens was previously managed by Ventnor Town Council, but this agreement has been terminated and the venue closed. IWC has previously taken a decision that the operation of theatres is not core business, so the Winter Gardens have been offered to the market to generate interest from the private sector to invest in the building, and to retain some community access. Without private sector investment the building will deteriorate and, most likely, have to be demolished. IWC has no budget to address the serious backlog of repairs.

The main purpose of the project is to ensure an economically viable and continued operation of the Winter Gardens.

1.4 Who is affected by the project? Who is it intended to benefit and how?

The project is likely to impact equally on all sectors of the community, although those with disabilities may benefit more as the building is planned to be totally refurbished and this is likely to improve disability access.

1.5 Has the project been promoted or explained to those it might affect directly or indirectly?

The marketing of the Winter Gardens has been the subject of public consultation. The investment proposals made by the Hambrough Group will, we understand, also be subject to public consultation (albeit this is not for IWC to manage as the property will have been disposed of by then)

1.6 How does the project contribute to better community cohesion?

The disposal of the Winter Gardens in this way is designed to ensure that the building has a future, and that there will be some community access.

1.7 How does the project fit in with the council's wider aims?

The disposal of the property links with the Council's key corporate objectives of Delivery of Budget Savings through Changed Service Provision, and by encouraging private sector investment it links with Regeneration and the Economy.

1.8 What is the relevance of the aims of the project to the equality target group and the council's duty to eliminate unlawful discrimination and promote equality of opportunity?

The disposal of the Winter Gardens is likely to impact equally on all of the target groups

1.9 How is, or how will the project be put into practice and who is responsible for it?

How is, or how will the scheme be put into practice and who is responsible for it?

The Strategic Assets Team within IWC is disposing of the property. It has been marketed both locally and nationally. The assessment of interest has taken place over two stages. Stage One considered the initial expressions of interest resulting in the short listing of 3 parties for presentation of their proposals to the Stage Two Assessment Panel which comprised IWC Officers, Town Councillors and a Ward Member.

Part 2 Consideration of data and research

To conduct the assessment, you will need information about service users and staff that provide the service. This section is to help you identify the sort of information that will be needed to help you assess whether there may be barriers to different equality groups who access your service, policy, procedure, practice or project. *(Please refer to the guidance for additional information)*

2.1 List all examples of quantitative and qualitative data or any consultation information available that will enable the impact assessment to be undertaken

The assessment relates to the disposal of the property to ensure an economically viable and continued use of the Winter Gardens

2.2 Equalities profile of users and beneficiaries

This assessment impacts equally on all of the target groups

2.3 Evidence of complaints against the project on the grounds of discrimination

This assessment impacts equally on all of the target groups

2.4 What does the consultation, research and/or data indicate about the negative impact on the project

This assessment impacts equally on all of the target groups

2.5 What does the consultation, research and/or data indicate about the positive impact on the project

This assessment impacts equally on all of the target groups

Part 3 Assessment of impact

Now that you have looked at the purpose etc of the project (part 1) and looked at the research (part 2), this section asks you to assess the impact, positive and negative, of the project on each of the protected characteristics of the Equality Act 2010.

**3.1 Complete this section with the following information – relating to all of the identified groups Equality Act 2010 (protected characteristics)
(please refer to the guidance for additional information)**

Protected Characteristics	Negative	Neutral	Positive	Comments
Age			X	The impact is likely to be positive as it is designed to ensure a viable future for the venue such that it remains open
Disability			X	The impact is likely to be positive as it is designed to ensure a viable future for the venue such that it remains open
Gender Reassignment			X	The impact is likely to be positive as it is designed to ensure a viable future for the venue such that it remains open
Marriage & Civil Partnership			X	The impact is likely to be positive as it is designed to ensure a viable future for the venue such that it remains open
Pregnancy & Maternity			X	The impact is likely to be positive as it is designed to ensure a viable future for the venue such that it remains open
Race			X	The impact is likely to be positive as it is designed to ensure a viable future for the venue such that it remains open
Religion / Belief			X	The impact is likely to be positive as it is designed to ensure a viable future for the venue such that it remains open
Sex (male / female)			X	The impact is likely to be positive as it is designed to ensure a viable future for the venue such that it remains open
Sexual Orientation (LGB&T)			X	The impact is likely to be positive as it is designed to ensure a viable future for the venue such that it remains open

Part 4 Measures to mitigate disproportionate or adverse impact or improve on neutral or positive impacts: *(Please refer to the guidance for additional information)*

4.1 If there is any negative impact on any target equality group identified in part 3, is the impact intended or legal?

The impact is likely to be positive as it is designed to ensure a viable future for the venue such that it remains open

4.2 Specify measures that can be taken to remove or minimize the disproportionate or adverse effect identified in part 3. If none were identified, identify how disproportionate or adverse effect could be avoided in the future.

The impact is likely to be positive as it is designed to ensure a viable future for the venue such that it remains open

4.3 If there is no evidence that the project promotes equality, equal opportunities or improves relations within equality target groups, what amendments can be made to achieve this?

The impact is likely to be positive as it is designed to ensure a viable future for the venue such that it remains open

4.4 If a neutral or positive impact has been identified, can that impact be improved upon (continuous improvement)?

The impact is likely to be positive as it is designed to ensure a viable future for the venue such that it remains open. As the property will be in the ownership of another party it will not be for IWC to improve the impact further

4.5 How will any project be implemented?

The project will be implemented through the transfer of the freehold interest to the Hambrough Group

4.6 As 4.5 above please identify training requirements.

Not applicable.

Part 5 Conclusions & recommendations

This section ensures that what ever we are impact assessing, whether it be a service, policy, procedure, practice or project that ensure that we abide by the general and specific duties to promote race, disability and gender equality. *(Please refer to guidance for additional information)*

5.1 Does the comply with equalities legislation?

Yes as the impact is likely to be positive as it is designed to ensure a viable future for the venue such that it remains open

5.2 What are the main areas requiring further attention?

None as the impact is likely to be positive as it is designed to ensure a viable future for the venue such that it remains open

5.3 Summary of recommendations for improvement

None as the impact is likely to be positive as it is designed to ensure a viable future for the venue such that it remains open

5.4 What equality monitoring, evaluation, review systems have been set up to carry out regular checks?

None as the impact is likely to be positive as it is designed to ensure a viable future for the venue such that it remains open, and the property will no longer belong to IWC

5.5 When will the amended project be reviewed?

As the property will have been sold freehold to another party, this is not relevant

Part 6 Action / improvement plan

The table below should be completed using the information from the equality impact assessment to produce an action plan for the implementation of the proposals to:

1. Lower the negative impact, and/or
2. Ensure that the negative impact is legal under anti-discriminatory law, and/or
3. Provide an opportunity to promote equality, equal opportunity and improve relations within equality target groups, i.e. increase the positive impact

Please ensure that you update your service/business plan within the equality objectives/targets and actions identified below:

Area of negative impact	Changes proposed	Lead officer	Timescale	Resource implications	Comments
Age	As the impact is likely to be positive and affects all of the target groups equally, no changes are proposed.				
Disability	As the impact is likely to be positive and affects all of the target groups equally, no changes are proposed.				
Gender Reassignment	As the impact is likely to be positive and affects all of the target groups equally, no changes are proposed.				
Marriage & Civil Partnership	As the impact is likely to be positive and affects all of the target groups equally, no changes are proposed.				
Pregnancy & Maternity	As the impact is likely to be positive and affects all of the target groups equally, no changes are proposed.				
Race	As the impact is likely to be positive and affects all of the target groups equally, no changes are proposed.				
Religion / Belief	As the impact is likely to be positive and affects all of the target groups equally, no changes are proposed.				
Sex (male or female)	As the impact is likely to be positive and affects all of the target groups equally, no changes are proposed.				
Sexual Orientation	As the impact is likely to be positive and affects all of the target groups equally, no changes are proposed.				
Geographical location	As the impact is likely to be positive and affects all of the target groups equally, no changes are proposed.				

All of the above	As the impact is likely to be positive and affects all of the target groups equally, no changes are proposed.				
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Part 6 continued – Equality Impact Assessment – Summary report

The results of equality impact assessments must be published. Please complete this summary, which will be used to publish the results of your impact assessment on the council’s website. Please access the Work tab of the council’s intranet and follow the instructions to upload your completed equality impact assessment on to the website.

Date of assessment

Officer’s name **Role**

Service, policy, procedure, practice or project that was impact assessed

Summary of findings

Summary of recommendations and key points of action plan

Groups that this policy will impact upon

Age	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Disability	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Gender Reassignment	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Marriage & Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy & Maternity	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Race	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Religion / Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sex (male/female)	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>

