

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 decision for the selection of a developer/end user relating to the disposal of development land at St George's Way, known as Pan Commercial and extending to approximately 7.5 acres.

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

Head of Strategic Asset Management

1.3 What is the main purpose or aims of the service, policy, procedure, practice or project

To confirm the selection of the developer/end user and the disposal of the Pan Commercial land to that party.

1.4 Who is affected by the service, policy, procedure, practice or project? Who is it intended to benefit and how?

The decision will potentially affect all residents on the Island, together with visitors.

1.5 Has the service, policy, procedure, practice or project been promoted or explained to those it might affect directly or indirectly?

The disposal of the property has been fully promoted on the open market. Other than this, there has been no further explanation.

1.6 How does the service, policy, procedure, practice or project contribute to better community cohesion?

The proposed development will be a supermarket on a site linking the emerging Pan residential development with St George's Way. The supermarket will bring further competition to the Island and to the Newport area in particular, to the benefit of all.

1.7 How does the service, policy, procedure, practice or project fit in with the council's wider aims?

This will contribute in a substantial way to the Council's key objective of regeneration, and to the objective of achieving capital receipts.

1.8 What is the relevance of the aims of the service, policy, procedure, practice or project to

the equality target group and the council's duty to eliminate unlawful discrimination and promote equality of opportunity?

As this proposal will potentially affect all members of the community, including all of the identified groups, it will impact equally on all.

1.9 How is, or how will the service, policy, procedure, practice or 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?

This is a disposal of land and, once the transaction has been completed, the planning and construction will fall to the purchaser. Therefore, there will be no ongoing responsibility for the Council.

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

Not relevant

2.2 Equalities profile of users and beneficiaries

This will benefit all members of the community equally

2.3 Evidence of complaints against the service, policy, procedure, practice or project on the grounds of discrimination

Not applicable

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

No consultation has been undertaken in this respect as the decision impacts all of the community equally

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

This will provide improved retail choice and competition for the benefit of the community at large.

Part 3 Assessment of impact

Now that you have looked at the purpose etc of the service, policy, procedure, practice or project (part 1) and looked at the research (part 2), this section asks you to assess the impact, positive and negative, of the service, policy, procedure, practice or 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	This will benefit all sections of the community
Disability			X	This will benefit all sections of the community
Gender Reassignment			X	This will benefit all sections of the community
Marriage & Civil Partnership			X	This will benefit all sections of the community
Pregnancy & Maternity			X	This will benefit all sections of the community
Race			X	This will benefit all sections of the community
Religion / Belief			X	This will benefit all sections of the community
Sex (male / female)			X	This will benefit all sections of the community
Sexual Orientation (LGB&T)			X	This will benefit all sections of the community

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?

Not applicable

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.

Not applicable

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

The extension of choice and competition benefits all

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

This will not be within the hands of the Council

4.5 How will any service, policy, procedure, practice or project be implemented?

The development will be undertaken by the purchaser

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 service, policy, procedure, practice or project comply with equalities legislation?

Yes

5.2 What are the main areas requiring further attention?

None

5.3 Summary of recommendations for improvement

None

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

None, this will be a matter, if relevant, for the purchaser

5.5 When will the amended service, policy, procedure, practice or project be reviewed?

Not applicable

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					
Disability					
Gender Reassignment					
Marriage & Civil Partnership					
Pregnancy & Maternity					
Race					
Religion / Belief					
Sex (male or female)					
Sexual Orientation					
Geographical location					
All of the above	None	N/A	N/A	N/A	-

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"/>

