

Equality Impact Assessment Corporate Assessment Template



MANAGEMENT OF THE COUNCIL'S NON-RESIDENTIAL PROPERTY ESTATE – EMBRACING A CORPORATE LANDLORD MODEL

Name: Jonathan Day	Job Title: Economic Policy Manager
Service Team: Business and Investment	Service Area: Economic Development
Assessment Date: 26.06.18	

1. What are the objectives of the Policy/Strategy/Project/ Procedure/ Service/Function?

To confirm Cabinet's commitment towards the full implementation of the Corporate Landlord model across all areas of the Council's non-domestic estate

2. Please provide background information on the Policy/Strategy/Project/Procedure/Service/Function and any research done [e.g. service users data against demographic statistics, similar EIAs done etc.]

Much of the background information relates to the development of the Corporate Landlord approach, which is predicated on delivering the following improvements:

- Assurance of strong risk management of our buildings and safety for all their users.
- Provision of a buildings portfolio which is fully compliant with statutory obligations.
- Provide a 100% pre-planned compliance works and deliver above 95% compliance at any one time

In particular note the Scrutiny Committee, which reflects the work of a Task and Finish group which collected and assessed evidence obtained from a number of expert witnesses as well as elected members and council officials. These also included a consultation exercise with other local authorities as well as Welsh Government.

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3 Assess Impact on the Protected Characteristics

3.1 Age

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative/]** on younger/older people?

	Yes	No	N/A
Up to 18 years	X		
18 - 65 years			X
Over 65 years	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

It is expected that improvements in building quality will help to improve accessibility for older people. There will also be a specific improvement for those using education buildings through improved corporate compliance.

What action(s) can you take to address the differential impact?

N/A

3.2 Disability

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on disabled people?

	Yes	No	N/A
Hearing Impairment			X
Physical Impairment	X		
Visual Impairment	X		
Learning Disability			X
Long-Standing Illness or Health Condition	X		
Mental Health			X
Substance Misuse			X
Other			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

It is expected that improvements in building quality will help to improve accessibility for those with physical disabilities. There will also be a specific improvement in general compliance and accessibility for all in accessing buildings.

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What action(s) can you take to address the differential impact?
N/A

3.3 Gender Reassignment

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on transgender people?

	Yes	No	N/A
Transgender People (People who are proposing to undergo, are undergoing, or have undergone a process [or part of a process] to reassign their sex by changing physiological or other attributes of sex)			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No differential impact envisaged.

What action(s) can you take to address the differential impact?

3.4. Marriage and Civil Partnership

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on marriage and civil partnership?

	Yes	No	N/A
Marriage			X
Civil Partnership			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No differential impact envisaged.

What action(s) can you take to address the differential impact?

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3.5 Pregnancy and Maternity

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on pregnancy and maternity?

	Yes	No	N/A
Pregnancy	X		
Maternity	X		

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

Improvements in accessibility will help to improve buildings for pregnant service users as well as those with new born children.

What action(s) can you take to address the differential impact?

3.6 Race

Will this Policy/Strategy/Project//Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

	Yes	No	N/A
White			X
Mixed / Multiple Ethnic Groups			X
Asian / Asian British			X
Black / African / Caribbean / Black British			X
Other Ethnic Groups			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No differential impact envisaged.

What action(s) can you take to address the differential impact?

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3.7 Religion, Belief or Non-Belief

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on people with different religions, beliefs or non-beliefs?

	Yes	No	N/A
Buddhist			X
Christian			X
Hindu			X
Humanist			X
Jewish			X
Muslim			X
Sikh			X
Other			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No differential impact envisaged.

What action(s) can you take to address the differential impact?

3.8 Sex

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on men and/or women?

	Yes	No	N/A
Men			X
Women			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No differential impact envisaged.

What action(s) can you take to address the differential impact?

3.9 Sexual Orientation

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on the following groups?

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	Yes	No	N/A
Bisexual			X
Gay Men			X
Gay Women/Lesbians			X
Heterosexual/Straight			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No differential impact envisaged.

What action(s) can you take to address the differential impact?

3.10 Welsh Language

Will this Policy/Strategy/Project/Procedure/Service/Function have a **differential impact [positive/negative]** on Welsh Language?

	Yes	No	N/A
Welsh Language			X

Please give details/consequences of the differential impact, and provide supporting evidence, if any.

No differential impact envisaged.

What action(s) can you take to address the differential impact?

4. Consultation and Engagement

What arrangements have been made to consult/engage with the various Equalities Groups?

Consultation would take place with regard to individual changes or improvements to buildings that will result from the Corporate Landlord Model.

5. Summary of Actions [Listed in the Sections above]

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Groups	Actions
Age	Consultation and actions would relate to individual changes or improvements to buildings that will result from the Corporate Landlord Model.
Disability	
Gender Reassignment	
Marriage & Civil Partnership	
Pregnancy & Maternity	
Race	
Religion/Belief	
Sex	
Sexual Orientation	
Welsh Language	
Generic Over-Arching [applicable to all the above groups]	

6. Further Action

Any recommendations for action that you plan to take as a result of this Equality Impact Assessment (listed in Summary of Actions) should be included as part of your Service Area's Business Plan to be monitored on a regular basis.

7. Authorisation

The Template should be completed by the Lead Officer of the identified Policy/Strategy/Project/Function and approved by the appropriate Manager in each Service Area.

Completed By : Jonathan Day	Date:
Designation: Economic Policy Manager	
Approved By:	
Designation:	
Service Area:	

- 7.1 On completion of this Assessment, please ensure that the Form is posted on your Directorate's Page on CIS - *Council Wide/Management Systems/Equality Impact Assessments* - so that there is a record of all assessments undertaken in the Council.

For further information or assistance, please contact the Citizen Focus Team on 029 2087 3059 or email citizenfocus@cardiff.gov.uk

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**Equality Impact Assessment
Corporate Assessment Template**