
Appendix 6 – Equalities Analysis Assessment

Full Equalities Analysis Assessment

1. Proposal Summary Information

EAA Title	Proposed letting of a void - The former Acton library
Please describe your proposal?	Project
Is it HR Related?	No
Corporate Purpose	Cabinet Report Decision – October 2019

1. What is the Project looking to achieve? Who will be affected?

The aim is to lease the former Acton library premises, currently a void (secured by Guardians) on a lease term of 24 years to activate the high street and generate an income stream, significantly reducing the maintenance and repairing liability of the asset to the Council.

The existing library services has been relocated to the Everyone Active Centre. A previously approved disposal to Curzon Corinthian for a cinema and housing scheme became unviable with Curzon Corinthian pulling out of the deal.

The bidders for the letting propose the following uses:

1. Cinema and Charity for the arts
2. SEN school for Autistic Children
3. Learning Centre and sixth form
4. Cinema, food hall, creative workspace and café bar
5. Backpackers' hostel
6. Education centre for children of Eastern European background

2. What will the impact of your proposal be?

There is no impact on the current service provision as this has already been re-provided. The Council has mitigated the impact of closure of the asset by relocating the library service, there will be a positive impact on leasing the asset by generating an income stream and contributing to the regeneration of Acton High Street.

The Council will select a single preferred bidder, thereby excluding the other uses of the building. This EAA highlights impacts that each bidder will have on protected characteristics to aid the assessment for the selection of a preferred bidder.

2. Impact on Groups having a Protected Characteristic

AGE: *A person of a particular age or being within an age group.*

State whether the impact is positive, negative, a combination of both, or neutral:

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Describe the Impact
On existing provision: Neutral – Data has not been collected as no existing provision.
On selection of a preferred bidder: <ol style="list-style-type: none"> 1. Cinema and Charity for the arts - neutral 2. SEN school for Autistic Children – positive impact in favour of children 3. Learning Centre and sixth form – positive impact in favour of children 4. Cinema, food hall, creative workspace and café bar - neutral 5. Backpackers' hostel - neutral 6. Education centre for children of Eastern European background – positive discrimination in favour of children
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
No mitigation is required, although if a bid that exhibits a positive impact on protected characteristics is not selected as preferred bidder, the Council may consider providing support in seeking appropriate accommodation within the borough.

DISABILITY: <i>A person has a disability if s/he has a physical or mental impairment which has a substantial and long term adverse effect on their ability to carry out normal day to day activities¹.</i>
State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact
On existing provision: Neutral –no existing provision.
On selection of a preferred bidder: <ol style="list-style-type: none"> 1. Cinema and Charity for the arts – neutral 2. SEN school for Autistic Children – positive impact 3. Learning Centre and sixth form – neutral 4. Cinema, food hall, creative workspace and café bar – neutral 5. Backpackers' hostel – neutral 6. Education centre for children of Eastern European background – neutral
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
No mitigation is required, although if a bid that exhibits a positive impact on protected characteristics is not selected as preferred bidder, the Council may consider providing support in seeking appropriate accommodation within the borough.

¹ Due regard to meeting the needs of people with disabilities involves taking steps to take account of their disabilities and may involve making reasonable adjustments and prioritizing certain groups of disabled people on the basis that they are particularly affected by the proposal.

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GENDER REASSIGNMENT: *This is the process of transitioning from one sex to another. This includes persons who consider themselves to be trans, transgender and transsexual.*

State whether the impact is positive, negative, a combination of both, or neutral:

Describe the Impact

On existing provision: Neutral –no existing provision.

On selection of a preferred bidder:

1. Cinema and Charity for the arts – neutral
2. SEN school for Autistic Children – neutral
3. Learning Centre and sixth form – neutral
4. Cinema, food hall, creative workspace and café bar – neutral
5. Backpackers' hostel – neutral
6. Education centre for children of Eastern European background – neutral

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

There is no differential impact on people with this characteristic.

RACE: *A group of people defined by their colour, nationality (including citizenship), ethnic or national origins or race.*

State whether the impact is positive, negative, a combination of both, or neutral:

Describe the Impact

On existing provision: Neutral –no existing provision.

On selection of a preferred bidder:

1. Cinema and Charity for the arts – neutral
2. SEN school for Autistic Children – neutral
3. Learning Centre and sixth form – neutral
4. Cinema, food hall, creative workspace and café bar – neutral
5. Backpackers' hostel – neutral
6. Education centre for children of Eastern European background – positive impact

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

No mitigation is required, although if a bid that exhibits a positive impact on protected characteristics is not selected as preferred bidder, the Council may consider providing support in seeking appropriate accommodation within the borough.

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RELIGION & BELIEF: *Religion means any religion. Belief includes religious and philosophical beliefs including lack of belief (for example, Atheism). Generally, a belief should affect a person's life choices or the way you live for it to be included.*

State whether the impact is positive, negative, a combination of both, or neutral:

Describe the Impact

On existing provision: Neutral –no existing provision.

On selection of a preferred bidder:

7. Cinema and Charity for the arts – neutral
8. SEN school for Autistic Children – neutral
9. Learning Centre and sixth form – neutral
10. Cinema, food hall, creative workspace and café bar – neutral
11. Backpackers' hostel – neutral
12. Education centre for children of Eastern European background – neutral

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

There is no differential impact on people with this characteristic.

SEX: *Someone being a man or a woman.*

State whether the impact is positive, negative, a combination of both, or neutral:

Describe the Impact

On existing provision: Neutral –no existing provision.

On selection of a preferred bidder:

1. Cinema and Charity for the arts – neutral
2. SEN school for Autistic Children – neutral
3. Learning Centre and sixth form – neutral
4. Cinema, food hall, creative workspace and café bar – neutral
5. Backpackers' hostel – neutral
6. Education centre for children of Eastern European background – neutral

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

There is no differential impact on people with this characteristic.

SEXUAL ORIENTATION: *A person's sexual attraction towards his or her own sex, the opposite sex or to both sexes.*

State whether the impact is positive, negative, a combination of both, or neutral:

Describe the Impact

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On existing provision: Neutral –no existing provision.

On selection of a preferred bidder:

1. Cinema and Charity for the arts – neutral
2. SEN school for Autistic Children – neutral
3. Learning Centre and sixth form – neutral
4. Cinema, food hall, creative workspace and café bar – neutral
5. Backpackers' hostel – neutral
6. Education centre for children of Eastern European background – neutral

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

There is no differential impact on people with this characteristic.

PREGNANCY & MATERNITY: *Description: Pregnancy: Being pregnant. Maternity: The period after giving birth - linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.*

State whether the impact is positive, negative, a combination of both, or neutral:

Describe the Impact

On existing provision: Neutral –no existing provision.

On selection of a preferred bidder:

1. Cinema and Charity for the arts – neutral
2. SEN school for Autistic Children – neutral
3. Learning Centre and sixth form – neutral
4. Cinema, food hall, creative workspace and café bar – neutral
5. Backpackers' hostel – neutral
6. Education centre for children of Eastern European background – neutral

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

There is no differential impact on people with this characteristic.

MARRIAGE & CIVIL PARTNERSHIP: *Marriage: A union between a man and a woman, or of the same sex, which is legally recognised in the UK as a marriage*
Civil partnership: Civil partners must be treated the same as married couples on a range of legal matters.

State whether the impact is positive, negative, a combination of both, or neutral:

Describe the Impact

On existing provision: Neutral –no existing provision.

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On selection of a preferred bidder:

1. Cinema and Charity for the arts – neutral
2. SEN school for Autistic Children – neutral
3. Learning Centre and sixth form – neutral
4. Cinema, food hall, creative workspace and café bar – neutral
5. Backpackers' hostel – neutral
6. Education centre for children of Eastern European background – neutral

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

There is no differential impact on people with this characteristic.

3. Human Rights²

4a. Does your proposal impact on Human Rights as defined by the Human Rights Act 1998?

No

4b. Does your proposal impact on the rights of children as defined by the UN Convention on the Rights of the Child?

No

4c. Does your proposal impact on the rights of persons with disabilities as defined by the UN Convention on the rights of persons with disabilities?

No

4. Conclusion

The 6 bidders will be assessed against selection criteria based on robustness of the bids, their contribution to the vitality and regeneration of Acton Town Centre and appropriate usage of the building. This Equalities Analysis Assessment will be taken into account in the evaluation.

The selected preferred bidder for the asset will undertake not to discriminate against protected characteristics.

If a bid that exhibits a positive impact on protected characteristics is not selected as preferred bidder, the Council may consider providing support in seeking appropriate accommodation within the borough.

4a. What evidence, data sources and intelligence did you use to assess the potential impact/effect of your proposal? Please note the systems/processes you used to collect the data that has helped inform your proposal. Please list the file paths and/or relevant web links to the information you have described.

² For further guidance please refer to the Human Rights & URNC Guidance on the Council Equalities [web page](#).

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The building (currently a void with provision of service relocated) was marketed through HRH Retail. 5 group viewing days were held due to the considerable number of interested parties through July and August to enable potential bidders to view the building. The marketing process commenced on the 6th June 2019 with a bid submission deadline of 16th August 2019. 6 Bid were received and assessed against submission criteria, recommendation to cabinet will be submitted for October cabinet.

5. Action Planning: (What are the next steps for the proposal please list i.e. what it comes into effect, when migrating actions³ will take place, how you will measure impact etc.)

Action	Outcomes	Success Measures	Timescales/ Milestones	Lead Officer (Contact Details)
Subject to cabinet approval to lease the asset to enter into an agreement for lease for a commercial tenancy.	Income generation	Agreement for Lease to be exchanged by 15th January 2020, subject to planning	Subject to October cabinet implementation date if not called in of October 28 th 2019	Jessica Tamayao

Additional Comments:

Not applicable

6. Sign off: (All EAA's must be signed off once completed)

Completing Officer Sign Off:	Service Director Sign Off:	HR related proposal (Signed off by directorate HR officer)
Signed:	Signed:	Signed:
Name (Block Capitals):	Name (Block Capitals):	Name (Block Capitals):
Date:	Date:	Date:

For EA's relating to Cabinet decisions: received by Committee Section for publication by (date):

³ Linked to the protected characteristics above

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Appendix 1: Legal obligations under Section 149 of the Equality Act 2010:

- As a public authority we must have due regard to the need to:
 - a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- The protected characteristics are: AGE, DISABILITY, GENDER REASSIGNMENT, RACE, RELIGION & BELIEF, SEX, SEXUAL ORIENTATION, PREGNANCY & MATERNITY, MARRIAGE & CIVIL PARTNERSHIP
- Having due regard to advancing equality of opportunity between those who share a protected characteristic and those who do not, involves considering the need to:
 - a) Remove or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
 - b) Take steps to meet the needs of persons who share a relevant characteristic that are different from the needs of the persons who do not share it.
 - c) Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- Having due regard to fostering good relations between persons who share a relevant protected characteristic and persons who do not, involves showing that you are tackling prejudice and promoting understanding.
- Complying with the duties may involve treating some people more favourably than others; but this should not be taken as permitting conduct that would be otherwise prohibited under the Act.