

Full Equalities Analysis Assessment

Check List *(please do not attach this page to your final EAA)*

Before you start:

- Please read through the EAA Guidance [here](#). If you have any questions relating to the guidance please contact Jackie Pinney in the Policy team;
- Start collecting all relevant information/data relating to the potential impact of your proposal; in particular that relates to the people who will be affected;
- Start your EAA as soon as possible.

Overview:

- EAAs are an important tool for decision makers. They provide them with key information to be able to make informed decisions;
- Ultimately the decision makers can decide what decision they take, however, it is vital that they understand the implications of a particular decision and that we can demonstrate that they were aware of the implications. Your job is to provide them with relevant and well informed information for them to consider;
- EAAs provide a means in which to summarise the needs of the people who will be affected by your proposal and then explain the likely impact of the proposal upon them and how we might mitigate any negative impacts;
- A poorly written EAA or one lacking clear and precise information puts the Council at risk of legal challenge and damaging our reputation with the community;
- There are three key components to an EAA:

Data:

- *You need to develop as clear a picture as possible of your proposal both before and after its implementation (please include all relevant data in section 1);*
- *You need to create a firm evidence base from which to make the assessment. It is important that you help decision makers understand the needs of the people affected by it;*
- *You need to collect specific data (where possible on the protected groups¹).*

Impact:

- *You need to include a clear indication of the overall impact of your proposal;*
- *You need to highlight any specific impacts where possible on protected groups;*
- *You need to provide key information to reflect the reality of the impact of the proposal;*
- *You need to provide decision makers with as clear a picture as possible of impact.*

¹ AGE, DISABILITY, GENDER REASSIGNMENT, RACE, RELIGION & BELIEF, SEX, SEXUAL ORIENTATION, PREGNANCY & MATERNITY, MARRIAGE & CIVIL PARTNERSHIP

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Mitigation:

- ***You need to provide a clear indication of what can be done to mitigate any adverse impact upon those people affected;***
- ***You need to be as open as honest as possible (if no mitigation is possible, please state this);***
- ***You need to outline specific mitigation for protected groups (where possible).***
- **EAA's are an important element for demonstrating our compliance with the legal obligations under Section 149 of the Equality Act 2010 set out in Appendix 1 but the 3 main duties are to:**
 - ***Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;***
 - ***Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;;***
 - ***Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.***
- **If once you have read the guidance you are still unsure or would like some support in completing your EAA support is available within your departments from the following people.**

Corporate Resources:	Anna Flashman	ext. 5275
Children's Services:	Cheryl Cain	ext. 9946
Adult Services:	Adenike Tilleray	ext. 9329
Housing & Regeneration:	Gill Tennet	ext. 6087
Environment & Customer Services:	Anita Hamilton	ext. 8649
Chief Executive's Office:	Jackie Pinney	ext. 8282

- **If you need specialist advice on HR or Legal issues please contact**

Human Resources:	Andrew Scully	ext. 6930
Legal:	Catherine Taylor	ext. 5582

- **If you believe your proposal could have a significant impact on one or more of the protected groups please contact Jackie Pinney as soon as possible.**
- **Please make sure that once you have completed this form it is signed off by your Service Director.**

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1. Proposal Summary Information

EAA Title	Southall Cattle Market Car Park Housing Development
Please describe your proposal?	Scheme
Is it HR Related?	No
Corporate Purpose	Cabinet Report Decision

1. What is the Initiative/Function/Policy/Project/Scheme (*pick one*) looking to achieve? Who will be affected?

The purpose of the scheme is to provide much needed new affordable homes in the Borough whilst retaining the existing car parking for use by the general public.

The current car park is used by members of the public. There will be a temporary closure of the car park whilst construction works are undertaken.

2. What will the impact of your proposal be?

The current car park provides approximately 80 pay and display spaces for the general public and visitors to Southall High Street. There will be a temporary closure of the car park whilst construction works are undertaken for an approximate period of up to 2 years. The new development will include re-provision of a new car park on the ground level of the development.

The scheme will be designed to be sensitive to existing neighbour's views.

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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:

Describe the Impact

The new residential development will include a mix of different sized homes on different floor levels with lift access and private amenity space. The mix of homes will mean residents will have access to homes that suit their needs.

The new development will therefore have a positive impact on this group.

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

Describe the Mitigating Action

N/A

DISABILITY: *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 activities².*

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

Describe the Impact

The new residential development will include a mix of new homes, that are built to lifetimes home standards. In addition, 10% of the new homes will be wheelchair adapted homes.

The new car park will also include spaces for blue badge holders.

The new development will have a positive impact on residents with disabilities by improving access to blue badge car parking spaces for the general public and fully adaptable and easily adaptable new homes for residents on the council's housing register.

The new development will therefore have a positive impact on this group.

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

Describe the Mitigating Action

N/A

² 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: <i>This is the process of transitioning from one sex to another. This includes persons who consider themselves to be trans, transgender and transsexual.</i>
State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact
There is no evidence to suggest that the development may impact differently based on gender.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
N/A

RACE: <i>A group of people defined by their colour, nationality (including citizenship), ethnic or national origins or race.</i>
State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact
The new scheme will provide much needed new affordable homes in the Borough. As such, the project will help reduce inequality for access to high quality homes regardless of racial/ethnic group. Improved access to high quality communal and public spaces will also improve community cohesion. There is no evidence to suggest that the development may impact differently based on race.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
N/A

RELIGION & BELIEF: <i>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.</i>
State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact
The new scheme will provide much needed new affordable homes in the Borough. As such, the project will help reduce inequality for access to high quality homes regardless of religion/belief.

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There is no evidence to suggest that the development may impact differently based on religion/belief.

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

Describe the Mitigating Action

N/A

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

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

Describe the Impact

There is no evidence to suggest that the development may impact differently based on sex.

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

Describe the Mitigating Action

N/A

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

There is no evidence to suggest that the scheme may impact differently based on sexual orientation.

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

Describe the Mitigating Action

N/A

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PREGNANCY & MATERNITY: <i>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.</i>
State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact
N/A
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
N/A

MARRIAGE & CIVIL PARTNERSHIP: <i>Marriage: A union between a man and a woman. or of the same sex, which is legally recognised in the UK as a marriage</i> <i>Civil partnership: Civil partners must be treated the same as married couples on a range of legal matters.</i>
State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact
There is no evidence to suggest that the scheme may adverse impact on marriage and civil partnership.
Alternatives and mitigating actions which have been considered in order to reduce negative effect:
Describe the Mitigating Action
N/A

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3. Human Rights³

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

Yes ☐ No ☒

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

Yes ☐ 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?

Yes ☐ No ☒

(If yes, please describe the effect and any mitigating action you have considered.)

4. Conclusion

The proposed scheme does not adversely impact on any of the protected groups.

The scheme provides much needed affordable homes in the Borough. As such the scheme will help reduce inequality, by providing high quality affordable housing in the borough. Allocations to the new homes will be in accordance with Ealing's Allocation Policy.

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.

Equalities profile information is held on OHMS for existing Council Tenants and Locata for those on the Housing Register.

5. Action Planning: *(What are the next steps for the proposal please list i.e. what it comes into effect, when migrating actions⁴ will take place, how you will measure impact etc.)*

³ For further guidance please refer to the Human Rights & URNC Guidance on the Council Equalities [web page](#).

⁴ Linked to the protected characteristics above

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Action	Outcomes	Success Measures	Timescales/ Milestones	Lead Officer (Contact Details)

Additional Comments:

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

Completing Officer Sign Off:	Service Director Sign Off:	<i>HR related proposal (Signed off by directorates HR officer)</i>
Signed:	Signed:	Signed:
Name (Block Capitals): MUMTA GANATRA	Name (Block Capitals):	Name (Block Capitals):
Date: 25/9/19	Date:	Date:

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

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

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- 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.