

Screening Equality Impact Assessment – to identify potential differential impacts on protected groups of any new or changing activities and establish whether a full Equality Impact Assessment is needed.

Service	Economic Development	Officers responsible for the screening/scoping		Mark Appleton Marieke van der Reijden Chris Mansfield
Name of the activity to be assessed	Sale of land adjacent to The Waterside Centre, Riverside, Bellfields	Date of Assessment	18 April 2012	Is this a proposed new or existing activity? New
1. Briefly describe the aims, objectives and purpose of the activity?	To sell the open, undeveloped land at best consideration reasonably achievable to The Waterside Centre who occupy the adjacent site on a long lease from the Council, and enable additional community use.			
2. Are there any associated or specific objectives of the activity? Please explain.	To sell the land at best consideration that can be reasonably obtained in accordance with the policies set out in the Council's Land Disposal Policy and Guidance Document 2010 for the benefit of the local community. The sale would be subject to lease terms setting out the proposed use of the site as a recreation centre providing facilities for sport recreation social and community use.			
3. Who is intended to benefit from this activity and in what way?	The sale of the land to a community user benefits the Council in extending the leisure facilities within the borough and the local community benefiting from the proposed leisure facilities.			
4. What outcomes are wanted from this activity?	A transparent sale of the land to a community user that would result in an extended leisure facility adjacent to the current Waterside Centre; a revenue stream to the Council and reduced liabilities in currently managing the vacant land.			
5. What factors/forces could contribute/detract from the outcomes?	The Council selling the land on the open market to a developer who may not develop the site immediately or develop the land for a community group and the Council not achieving best consideration that can be reasonably obtained for the land. Not following the proper process for sale of land (which has been equality impact assessed).			
6. Who are the main stakeholders in relation to the activity?	The Council – gaining income from the sale Councillors – making the right decision for the local community The Waterside Centre – purchasing space for extension Members of the public – change of use of open space and extension of local facilities			

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7. Who implements the activity, and who is responsible for the activity?	The decision is taken by the Executive It is implemented by the Head of Economic Development		
8. Are there concerns that the activity <u>could</u> have a differential impact on racial groups?	Y	N	
What existing evidence, local or national, actual or presumed, do you have to support your response?	There is no evidence to suggest a sale of this land could have a differential impact on racial groups. The sale of this land has not included any selection criteria linked to race. The buying organisation aims to make its facilities open to everyone regardless of racial background. There were no alternative bids sought from other buyers who were linked to any specific racial group who have lost out on the sale.		
9. Are there concerns that the activity <u>could</u> have a differential impact on grounds of gender?	Y	N	
What existing evidence, local or national, actual or presumed, do you have to support your response?	There is no evidence to suggest a sale of this land could have a differential impact on grounds of gender. The sale of this land has not included any selection criteria linked to any of the equality strands of gender. The proposed terms for the lease do not include any conditions on any of the equality strands of gender. Both genders are eligible to use the facilities of the buying organisation.		
10. Are there concerns that the activity <u>could</u> have a differential impact on those who have a disability?	Y	N	

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<p>What existing evidence, local or national, actual or presumed, do you have to support your response?</p>	<p>It is possible that some local disabled people who have been using this public open space for recreation such as dog walking and who have limited mobility may find it difficult to walk to the next nearest location once this land is sold and built on. However there is another area of community open space less than 100 yards away so the potential adverse impact is limited. The buying organisation makes their facilities available to people with disabilities so there may be some improvement in access to water activities for disabled people.</p>	
<p>11. Are there concerns that the activity <u>could</u> have a differential impact on grounds of sexual orientation?</p>	<p>Y</p>	<p>N</p>
<p>What existing evidence, local or national, actual or presumed, do you have to support your response?</p>	<p>There is no evidence to suggest a sale of this land could have a differential impact on the grounds of sexual orientation. The sale of this land has not included any selection criteria on the grounds of sexual orientation. The buying organisation makes its facilities available to everyone regardless of sexual orientation.</p>	
<p>12. Are there concerns that the activity <u>could</u> have a differential impact on grounds of age?</p>	<p>Y</p>	<p>N</p>
<p>What existing evidence, local or national, actual or presumed, do you have to support your response?</p>	<p>It is possible that some local elderly people who have been using this public open space for recreation such as dog walking and who have limited mobility may find it difficult to walk to the next nearest location once this land is sold and built on. However there is another area of community open space less than 100 yards away so any potential adverse impact will be limited. The sale of this land has not included any selection criteria linked to any issues on the grounds of age. The proposed terms for the lease do not include any conditions on age.</p>	
<p>13. Are there concerns that the activity <u>could</u> have a differential impact on grounds of religious belief?</p>	<p>Y</p>	<p>N</p>

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<p>What existing evidence, local or national, actual or presumed, do you have to support your response?</p>	<p>There is no evidence to suggest a sale of this land could have a differential impact on the grounds of religious belief. The sale of this land has not included any selection criteria on the grounds of religious belief. The proposed terms for the lease do not include any conditions on the grounds of religious belief. No alternative bidders have been rejected who were linked to specific religious beliefs.</p>	
<p>14. Are there concerns that the activity <u>could</u> have a differential impact on those who have caring responsibilities?</p>	<p>Y</p>	<p>N</p>
<p>What existing evidence, local or national, actual or presumed, do you have to support your response?</p>	<p>It is possible that some local people with small children or elderly dependents who have been using this public open space for recreation may find it difficult to walk safely with their dependents to the next nearest location once this land is sold and built on. However there is another area of community open space less than 100 yards away so any potential adverse impact will be limited.</p>	
<p>15. Are there concerns that the activity <u>could</u> have a differential impact on grounds of marital status or civil partnership?</p>	<p>Y</p>	<p>N</p>
<p>What existing evidence, local or national, actual or presumed, do you have to support your response?</p>	<p>There is no evidence to suggest a sale of this land could have a differential impact on the grounds of marital status or civil partnership. The sale of this land has not included any selection criteria on the grounds of marital status or civil partnership. The buying organisation's facilities will be open to everyone regardless of marital or civil partnership status.</p>	
<p>16. Are there concerns that the activity <u>could</u> have a differential impact due a woman's pregnancy or maternity?</p>	<p>Y</p>	<p>N</p>
<p>What existing evidence, local or national, actual or presumed, do you have to support your response?</p>	<p>It is possible that some local heavily pregnant women who would otherwise have used this public open space for recreation may find it difficult to walk to the next nearest location once this land is sold and built on. However there is another area of community open space less than 100 yards away so any potential adverse impact will be limited.</p>	

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17. Are there concerns that the activity <u>could</u> have a differential impact due to gender reassignment?	<p style="text-align: center;">Y</p>	<p style="text-align: center;">N</p>	
What existing evidence, local or national, actual or presumed, do you have to support your response?	<p>There is no evidence to suggest a sale of this land could have a differential impact on the grounds of gender reassignment. The buying organisation's facilities will be open to everyone regardless of whether they have reassigned gender or not.</p>		
18. Could any differential impact identified in 8-17 amount to there being the potential for adverse impact in this activity?	<p style="text-align: center;">Y</p>	<p style="text-align: center;">N</p>	<p>There is the potential for very limited adverse impact but it is difficult to see how it could be avoided whilst still meeting the business requirement of selling the land.</p>
19. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one or more of the protected groups or any other reason?	<p style="text-align: center;">Y</p>	<p style="text-align: center;">N</p>	<p>Both the potential for adverse impact and the impact itself are very limited and the benefits to be gained through the sale of the land are greater.</p>
20. If the activity is of a strategic nature, could it help to reduce inequalities associated with socio-economic disadvantage?	<p style="text-align: center;">Y</p>	<p style="text-align: center;">N</p>	<p>The transaction of selling the land itself would not but the ultimate use of the land should help to improve inequalities associated with socio-economic disadvantage.</p>
21. Is there any concern that there are unmet needs in relation to any of the above protected groups?	<p style="text-align: center;">Y</p>	<p style="text-align: center;">N</p>	
22. Does 'differential impact' or 'unmet need' cut across one or more of the protected groups (e.g. elder BME groups)?	<p style="text-align: center;">Y</p>	<p style="text-align: center;">N</p>	<p>An elderly person with a disability could be affected under two categories of protected group.</p>

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<p>23. If yes, should a full EIA, if necessary, be conducted jointly with another service area or contractor or partner or agency?</p>	<p>¥</p>	<p>N</p>	<p>No – very limited potential for adverse impact.</p>																																
<p>24. Is there a missed opportunity to improve this activity to meet the general duties placed on public bodies to eliminate unlawful discrimination, to advance equality of opportunity and to promote good relations between people who share protected characteristics and those who do not?</p>	<p>¥</p>	<p>N</p>																																	
<p>25. Should the policy proceed to a full equality impact assessment? Please use the scoring process in the right hand column to guide you.</p>	<p>¥</p>	<p>N</p>	<p>0 – no possible relevance or adverse impact 1 – extremely low relevance and adverse impact 2 – relatively low relevance and adverse impact 3 – medium relevance and adverse impact 4 - relatively high relevance and adverse impact</p> <p>0-11 points low adverse impact, no need for full EIA 12-20points medium adverse impact, full EIA required 21-27 points high adverse impact, full EIA required</p> <table border="1" data-bbox="873 927 2033 1023"> <thead> <tr> <th>Age</th> <th>Disability</th> <th>Mat</th> <th>Gender</th> <th>Marriage</th> <th>Race</th> <th>Trans</th> <th>Sexuality</th> <th>Religion</th> <th>Total</th> <th>Impact</th> </tr> </thead> <tbody> <tr> <td>1</td> <td>1</td> <td>1</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>3</td> <td>low</td> </tr> </tbody> </table>											Age	Disability	Mat	Gender	Marriage	Race	Trans	Sexuality	Religion	Total	Impact	1	1	1	0	0	0	0	0	0	3	low
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<p>26. If a full EIA is not required, are there any changes required to the proposal to improve it around the equality agenda?</p>	<p>¥</p>	<p>N</p>																																	
<p>27. How will any actions identified in 20. to 26. above be taken forward?</p>			<p>No actions identified.</p>																																

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Signed Mark Appleton and Marieke van der Reijden
(completing officer)

Date 23 April 12

Signed Chris Mansfield
(Head of Service)

Date 23 April 12

Countersigned Judith Coslett
(member of Equality Action Group)

Date 24 April 12