

Equality Impact Assessment / Equality Analysis

(updated Dec 2022)

Title of service or policy	SMD E3503 Retention of Greystones, Radstock for Rental by Youth Connect South West
Name of directorate and service	Director: Sophie Broadfield Director of Sustainable Communities Andy Rothery Chief Financial Officer (S151) Service: Commercial Estate
Name and role of officers completing the EIA	Maria Newton / Hayley Ponsford
Date of assessment	15 th March 2023

Equality Impact Assessment (or 'Equality Analysis') is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The main aim is to identify any discriminatory or negative consequences for a particular group or sector of the community, and also to identify areas where equality can be better promoted. Equality impact Assessments (EIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis. **Not all sections will be relevant – so leave blank any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council's website.

1. Identify the aims of the policy or service and how it is implemented.		
	Key questions	Answers / Notes
1.1	Briefly describe purpose of the service/policy e.g. <ul style="list-style-type: none"> ● How the service/policy is delivered and by whom ● If responsibility for its implementation is shared with other departments or organisations ● Intended outcomes 	Youth Connect South West (YCSW) who rented a room in Greystones stayed and licenced the entire building to provide youth services.
1.2	Provide brief details of the scope of the policy or service being reviewed, for example: <ul style="list-style-type: none"> ● Is it a new service/policy or review of an existing one? ● Is it a national requirement?). ● How much room for review is there? 	YCSW have requested to lease the building from the Council to continue with and expand services which they provide in the Radstock area. They are unable to achieve this remit without use of this property whose space and location suit their requirements. There are no other suitable sites available in this location. The current centre offers the right type of accommodation to suit the service and its delivery. Hope House does not have the space to meet the service requirements

1.3	Do the aims of this policy link to or conflict with any other policies of the Council?	The capital receipt from disposal of Greystones was intended to fund development of Hope House but is no longer required because it is expected to be completed at less than the maximum total budgeted.
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2. Consideration of available data, research and information

Monitoring data and other information should be used to help you analyse whether you are delivering a fair and equal service. Please consider the availability of the following as potential sources:

- **Demographic** data and other statistics, including census findings
- Recent **research** findings (local and national)
- Results from **consultation or engagement** you have undertaken
- Service user **monitoring data** (including ethnicity, sex, disability, religion/belief, sexual orientation and age)
- Information from **relevant groups** or agencies, for example trade unions and voluntary/community organisations
- Analysis of records of enquiries about your service, or **complaints** or **compliments** about them
- Recommendations of **external inspections** or audit reports

	Key questions	Data, research and information that you can refer to
2.1	What equalities training have staff received to enable them to understand the needs of our diverse community?	
2.2	What is the equalities profile of service users?	YCSW have requested a longer lease of the property so they can continue to deliver their services for the benefit of the residents of Radstock. YCSW provide support services for young people who may be

		<p>vulnerable or difficult to engage. They work with individuals who are considered NEET (Not in Education, Employment or Training) if they were not supported by this organisation. Without this base, YCSW would not be able to deliver their programs or will need to be accommodated in expensive out of county specialist educational placements which can cost between £50k - £100k and more if they are residential.</p> <p>The centre will be used in the evening to deliver open access and targeted group work to young people afterschool and evening.</p>
2.4	Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	The YCSW website gives examples of positive feedback for the service e.g. "It helps give direction, options & ideas, clear thinking and support".
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	<p>The Head of Education Inclusion Service detailed the services and work that YCSW will provide from the building and this information is included in the SMD.</p> <p>Radstock Town Council support the service and have been consulted.</p> <p>Consultation for the SMD has been carried out with the Chief Executive, S151 and Monitoring Officer, as well as the Deputy Leader and Cabinet Member for Resources and the Ward Councillors for Radstock.</p>
2.6	If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?	Any future decision regarding the service will include equalities considerations because it is a policy of B&NES Council to do so.

3. Assessment of impact: 'Equality analysis'

	<p>Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:</p> <ul style="list-style-type: none"> ● Meets any particular needs of equalities groups or could help promote equality in some way. ● Could have a negative or adverse impact for any of the equalities groups 		
		Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
3.1	Issues relating to all groups and protected characteristics	The service provides open access youth work which is provision that a young person may access regardless of their background, needs or position in society.	
3.2	Sex – identify the impact/potential impact of the policy on women and men.	The service provides open access youth work which is provision that a young person may access regardless of their background, needs or position in society.	
3.3	Pregnancy and maternity	The service provides open access youth work which is provision that a young person may access regardless of their background, needs or position in society.	
3.4	Gender reassignment – identify the impact/potential impact of the policy on transgender people	The service provides open access youth work which is provision that a young person may access regardless of their background, needs or position in society.	
3.5	Disability – identify the impact/potential impact of the policy on disabled people (ensure consideration both physical, sensory and mental impairments and mental health)	Greystones will be used to provide a base for the Alternative Education programmes including Learning 4 Work (L4W) and Partnership for Learning (P4L), these are commissioned education programs for young peoples with SEND aged 16 – 25 years old. All the young people have education health and care	

		plans and present a range of varied and challenging issues.	
3.6	Age – identify the impact/potential impact of the policy on different age groups	YCSW provide both universal and targeted opportunities to young people aged 11-25.	
		Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
3.7	Race – identify the impact/potential impact on across different ethnic groups	The service provides open access youth work which is provision that a young person may access regardless of their background, needs or position in society.	
3.8	Sexual orientation – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people	The service provides open access youth work which is provision that a young person may access regardless of their background, needs or position in society.	
3.9	Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?	The service provides open access youth work which is provision that a young person may access regardless of their background, needs or position in society.	
3.10	Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.	The service provides open access youth work which is provision that a young person may access regardless of their background, needs or position in society.	
3.11	Socio-economically disadvantaged* – identify the impact on people who are disadvantaged due to factors like family background, educational attainment,	YCSW provide support services for young people who may be vulnerable or difficult to engage. They work with individuals who are considered NEET (Not in Education, Employment or Training) if they were not supported by	

	neighbourhood, employment status can influence life chances (this is not a legal requirement, but is a local priority).	<p>this organisation.</p> <p>The project will also be used in the daytime for individual and group work for other programs which include employability, targeted youth support and partnership for learning which is also an essential service commissioned by B&NES Council.</p>	
3.12	Rural communities* identify the impact / potential impact on people living in rural communities	Radstock is surrounded by rural communities who will be able to use the services.	
3.13	Armed Forces Community ** serving members; reservists; veterans and their families, including the bereaved. Public services are required by law to pay due regard to the Armed Forces Community when developing policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove disadvantage and consider special provision).	The service provides open access youth work which is provision that a young person may access regardless of their background, needs or position in society.	

*There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

** The Equality Act does not cover armed forces community. However, the Armed Forces Bill (which came in on 22 Nov 2022) introduces a requirement to pay 'due regard' to make sure the Armed Forces Community are not disadvantaged when accessing public services.

4. Bath and North East Somerset Council & NHS B&NES Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment/analysis. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
None	None	N/A		

5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk), who will publish it on the Council's and/or NHS B&NES' website. Keep a copy for your own records.

Signed off by:

(Divisional Director or nominated senior officer)

Date: