



Equality Analysis

Gibbs, Bryony
London Borough of Brent



Brent Council Equality Analysis Form

Please contact the Corporate Diversity team before completing this form. The form is to be used for both predictive Equality Analysis and any reviews of existing policies and practices that may be carried out.

Once you have completed this form, please forward to the Corporate Diversity Team for auditing. Make sure you allow sufficient time for this.

1. Roles and Responsibilities: please refer to stage 1 of the guidance	
Directorate: Regeneration & Growth Service Area: Property & Projects	Person Responsible: Name: Fred Eastman Title: Estate surveyor Contact No: 0208 937 4220 Signed: Fred Eastman
Name of policy: This is a transaction for the sale of Brent House following relocation of staff into the Civic Centre as part of the Civic Centre strategy.	Date analysis started: 22/10/2013 Completion date: 29/10/13 Review date:
Is the policy: New <input type="checkbox"/> Old <input checked="" type="checkbox"/>	Auditing Details: Name: Fred Eastman Title: Estate Surveyor Date: 08/04/2013 Contact No: 0208 937 4220 Signed: Fred Eastman
Signing Off Manager: responsible for review and monitoring Name: Richard Barrett Title: Operational Director Property and Projects Date: Contact No: 0208 937 1330	Decision Maker: Name individual /group/meeting/ committee: Executive Committee Date: 9 th December 2013

Signed:	
---------	--

2. Brief description of the policy. Describe the aim and purpose of the policy, what needs or duties is it designed to meet? How does it differ from any existing policy or practice in this area?

To relocate all Council staff to the new Civic Centre to help eliminate discrimination, advance equality of opportunity and foster good relations by being more open and available to residents, more green with improved disability access.

To dispose of this surplus Council owned property to obtain a capital receipt to meet the resources forecasts for the Council Capital Programme, in particular the new Civic Centre through a competitive tendering process

3. Describe how the policy will impact on all of the protected groups:

The relocation of staff to the Civic Centre will improve the delivery of services to all groups, including previous users of Brent House in an open and transparent manner in line with the One Council approach.

Brent House will be disposed of, subject to Executive Committee's approval, on a subject to planning basis following a high profile marketing campaign by external agents and receipt of informal tenders.

This is an open and transparent method for the sale of property assets and permits all sections of society to purchase the property in an open and transparent way. It ensures that there is no discrimination to any potential bidder and y any bidder.

Please give details of the evidence you have used:

The evidence used to justify this assertion is the Civic Centre business case and results achieved from the marketing of the subject property and previous property transactions.

4. Describe how the policy will impact on the Council's duty to have due regard to the need to:

(a) Eliminate discrimination (including indirect discrimination), harassment and victimisation;

There are no unmet needs or requirements that can be identified that affect specific groups.

No one from a protected characteristic was prevented from entering a bid for this property

(b) Advance equality of opportunity;

The delivery of the Civic Centre strategy will assist in eliminating discrimination, advance equality of opportunity and foster good relations by being more open and available for residents, more green with improved disability access.

This is an open and transparent method for the sale of property assets and permits all sections of society to purchase the property in an open and transparent way.

The property was widely marketed to with no one from a protected characteristic was prevented from entering a bid for this property

(c) Foster good relations

The delivery of the Civic Centre strategy will foster good relations by being more open and available for residents.

This is an open and transparent method for the sale of property assets and permits all sections of society to purchase the property in an open and transparent way.

No one from a protected characteristic was prevented from entering a bid for this property .

5. What engagement activity did you carry out as part of your assessment? Please refer to stage 3 of the guidance.

Who was consulted on the plan, which protected characteristics were included in consultation? CIVIC CENTRE CONSULTATION PLAN?

- i. **Who did you engage with?**
- ii. **What methods did you use?**
- iii. **What did you find out?**
- iv. **How have you used the information gathered?**
- v. **How has it affected your policy?**

No consultation has taken place

1. Have you have identified a negative impact on any protected group, or identified any unmet needs/requirements that affect specific protected groups? If so, explain what actions you have undertaken, including consideration of any alternative proposals, to lessen or mitigate against this impact.

CIVIC CENTRES CONSULTATION PLAN?

This is an open and transparent method for the sale of property assets and permits all sections of society to purchase the property in an open and

transparent way. No negative impacts have been identified
Please give details of the evidence you have used:

7. Analysis summary

Please tick boxes to summarise the findings of your analysis.

Protected Group	Positive impact	Adverse impact	Neutral
Age	X?		X
Disability	X		X
Gender re-assignment	X		X
Marriage and civil partnership	X		X
Pregnancy and maternity	X		X
Race	X		X
Religion or belief	X		X
Sex	X		X
Sexual orientation	X		X

8. The Findings of your Analysis

Please complete whichever of the following sections is appropriate (one only).
Please refer to stage 4 of the guidance.

A major change

Your analysis demonstrates that:

- *The policy is lawful*
- *The evidence shows no potential for direct or indirect discrimination*
- *You have taken all appropriate opportunities to advance equality and foster good relations between groups.*

Please document below the reasons for your conclusion and the information that you used to make this decision.

The property was advertised by the marketing agents in the specialised property and local press and on the marketing agents and the Council's web-site, which ensured that any interested party was aware of the disposal.

As this is retrospective we probably make no change but ensure monitoring and review is in place.

As this method of disposal is open and transparent and anybody is able to bid, there will not be any public concern as to this method of disposal being discriminatory.

Adjust the policy

This may involve making changes to the policy to remove barriers or to better advance equality. It can mean introducing measures to mitigate the potential adverse effect on a particular protected group(s).

Remember that it is lawful under the Equality Act to treat people differently in some circumstances, where there is a need for it. It is both lawful and a requirement of the public sector equality duty to consider if there is a need to treat disabled people differently, including more favourable treatment where necessary.

If you have identified mitigating measures that would remove a negative impact, please detail those measures below.

Please document below the reasons for your conclusion, the information that you used to make this decision and how you plan to adjust the policy.

Not Applicable

Continue the policy

This means adopting your proposals, despite any adverse effect or missed opportunities to advance equality, provided you have satisfied yourself that it does not amount to unlawfully discrimination, either direct or indirect discrimination.

In cases where you believe discrimination is not unlawful because it is objectively justified, it is particularly important that you record what the objective justification is for continuing the policy, and how you reached this decision.

Explain the countervailing factors that outweigh any adverse effects on equality as set out above:

Please document below the reasons for your conclusion and the information that you used to make this decision:

It will not have an adverse impact. It will promote equality of opportunity as it will allow everybody the opportunity to purchase the property in an open and transparent way.

Stop and remove the policy

If there are adverse effects that are not justified and cannot be mitigated, and if the policy is not justified by countervailing factors, you should consider stopping the policy altogether. If a policy shows unlawful discrimination it must be removed or changed.

Please document below the reasons for your conclusion and the information that you used to make this decision.

Not Applicable

9. Monitoring and review

Please provide details of how you intend to monitor the policy in the future. Please refer to stage 7 of the guidance.

I am responsible for monitoring the results of the marketing exercise and with the marketing agent the number of enquiries received regarding the property and types of bids received.