

EQUALITY IMPACT ASSESSMENT – STAGE 1

EIA Ref	PR/12/30	
Lead Officer	Name	Sally McDonald
	Position	Programmes Manager
	Contact details	618425

SECTION 1 –Context & Background

1.1 What is the title of the policy / practice?

HBC Field 3MG

1.2 What is the current status of the policy / practice?

Existing

Changed

New ✓

1.3 What are the principal aims and intended outcomes of the policy / practice?

Disposal of land for employment use thus creating sustainability and jobs

1.4 Who has primary responsibility for delivering the policy / practice?

HBC and their development partner

1.5 Who are the main stakeholders?

HBC and their development partner

1.6 Who is the policy / practice intended to affect?

Residents ✓

Staff

Specific Group(s)

(add details below)

Borough – wide community in particular those seeking employment and business community

1.7 Are there any other related policies / practices?

Core Strategy, Local Transport Plan and 3MG Masterplan

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SECTION 2 – Consideration of Impact

2.1 Relevance: – the Public Sector Equality Duty

Does this policy / practice / service have due regard to the need to: -

- (a) Eliminate discrimination, harassment, victimisation and any other conflict that is prohibited by the Equality Act 2010
- (b) Advance equality of opportunity between two persons who share a relevant protected characteristic
- (c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it

Yes (✓) No ()

State reasons below

(Relevance to service users/staff)

Promotes equality of opportunity for some protected groups

2.2 Has data and information been used in determining the impact of the policy / procedure under review?

(for example research, surveys, complaints, consultation, , monitoring data)

Equality Group(s)	None
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Baseline data and information

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2.3 On the basis of evidence, has the actual / potential impact of the policy/ practice been judged to be positive (+), neutral (=) or negative (-) for each of the equality groups and in what way? Is the level of impact judged to be high (H), medium ((M), or low (L)?

Protected Characteristic	Impact type +, =, -	Level H, M, L, -	Nature of impact
Age	=	/	
Disability	+	L	
Gender	=	/	
Race / ethnicity	=	/	
Religion / belief	=	/	
Sexual Orientation	=	/	
Transgender	=	/	
Marital status/ Civil Partnerships	=	/	
Pregnancy/Maternity	=	/	

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In Halton two further vulnerable groups have been identified: -			
Carers	=	/	
Socio – economic disadvantage	+	M	

2.4 Does the policy/practice have any potential impact on safeguarding vulnerable people?

No

2.5 How will the impact of the policy / practice be monitored?

As this is land disposal this will not be relevant. However we will continue to work for delivery.

2.6 Who will be responsible for monitoring?

Programmes Manager

2.7 If any negative impacts, or potential negative impacts, have been identified what mitigating actions will be put in place, thereby eliminating the need for a further Stage 2 assessment Where none have been identified insert 'no further action required' in the first column

Action & purpose / outcome	Priority	Timeframe	Lead Officer
Land disposal to create an employment site	H	2011 – 12	Programmes Manager
2 recreational play areas	H	2009	
1 development site	H	2010	
1 green space	H	2009	

2.8 Summary of stakeholders involved in this review

Name / Job Title	Organisation / representative of
Gary Collins – DM, Employment, Economic Regeneration and Business Development	3 MG Steering Group
Shelah Semoff, Partnership Officer	HBC Policy and Strategy
Sally McDonald, Programmes Manager	HBC Major Projects
Nigel Case, Principal Engineer	HBC Capital Works
Ian Boyd, Principal Officer, Logistics	HBC

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Mike Garratt, Rail Consultant	MDS Transmodal
David Lunt, Accountancy Assistant	HBC
Peter O'Donnell, Group Manager Valuation	HBC Property Services
Louise Risk, Principal Valuation Surveyor	HBC Property Services
Jeff Hayes, Programme Officer	HBC Major Projects

2.9 Completion Statement

As the identified Lead Officer of this review I confirm that:-
No negative impact has been identified for one or more equality groups and that a Stage 2 Assessment is not required ☒

Signed: pp Sally McDonald

Date: 29th June 2011

Completed EIAs should be sent to Les Unsworth, Corporate and Organisational Policy, to be given a unique reference number and for inclusion on the central register.

Public Sector Equality Duty – EIA Checklist

The Equality Act s149 (the Public Sector Equality Duty) requires is that HBC has 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.

These are matters that we must show we have taken into the reckoning in making decisions about the Council's functions. We therefore need evidence of the following:

1. We know about the duty
2. We have reflected on the duty
3. We have consulted those affected or likely to be affected
4. We have used relevant information already in the council's possession (surveys etc.)
5. We have allowed adequate time for consultation with those affected and/or those who speak for those affected
6. We have allowed adequate time for earnest and genuine consideration of the information and views received
7. We have identified any adverse effects
8. We have sought to mitigate any adverse effects of decisions
9. We have identified principal options
10. Decision makers have not made up their mind in advance
11. We have considered all material considerations including our own financial situation, policy and strategy documents alongside along views received from consultees but have not applied those policies etc. In a rigid or unthinking way.