



Equality Impact Assessment (EIA) – The Paddocks Update

Cabinet: 13 August 2024

Stage	Title	Purpose
1	Preliminary Assessment	Initial assessment of possible impact.
2	Equality Risk Assessment	Scoring to assess the level of risk.
3	Equality Impact Assessment – Addressing Impact	Level of detail depends on risk assessment scoring but any removal or reduction in service must go through Stage 3.
4	Sign Off	Approval and decision-making details
5	Implementation	Action Plan to implement and minimise impact.

Stage 1 – Preliminary Assessment

Question	Response/Consideration
1.1 Decision being assessed	To seek Cabinet approval to undertake additional works to enable the building to re-open
1.2 Lead Officer	Mr Darren McLoughlin – Assistant Director Estates
1.3 What are the aims or function of the service or policy?	To carry out necessary planned condition improvements to extend the life of the community asset to allow it to be used by residents and visitors and community groups and organisations.
1.4 Which policies relate to the delivery of this service?	Maximising the asset base and maintaining operational buildings where identified as useful to supporting the aims of the Council to provide services to the community and visitors.
1.5 Who are the main audience, users or customers who will be affected?	Local residents of Canvey Island and within the borough and locality.
1.6 Will removing, reducing or changing this service/policy lead to members of the community being treated less favourably and so contribute to inequality?	Yes. If the service is not provided the community will not have access to this asset as necessary condition improvements will be prevented from taking place to allow the building to be safely occupied.

Equality Aims – consider how the decision meets the three Equality Aims listed in the Equality Act.

Aim	How does the proposal / policy / service meet the equality aim?
To eliminate unlawful discrimination, harassment and victimisation	N/A
To advance equality of opportunity between people who share a	N/A

protected characteristic and those who do not	
To foster good relations between those who share a protected characteristic and those who do not	N/A

Stage 2 – Equality Risk Assessment - Protected Characteristic Groups

Place an 'X' in against either 'positive impact', 'negative impact', 'no impact' for each protected characteristic group

2.1 Assess the Equality Risk

	Age	Disability	Gender	Race	Sexual Orientation	Religion	Gender Reassignment	Marriage/Civil Partnerships	Pregnancy/ Maternity
Positive impact	x	x	X					x	x
Negative impact									
No impact				x	x	x	x		

2.2 Conclusion – if there is 'No Impact' for all of the protected characteristics then stages 3 – 5 do not have to be completed

No impact

Stage 3 – Equality Impact Assessment – Addressing Impact

Question	Response/Consideration
3.1 What is the reason for the proposed decision/change?	To enable the community to benefit from the use of the asset which is a popular and valued resource.
3.2 What consultation activity has been undertaken or is planned?	The additional works proposed are part of business as usual as decision to carry out improvements was made a year ago following engagement with local residents and stakeholders.
3.3 Service Users – What methods are used to monitor the characteristics of service-users with protected characteristics?	The user groups of the building are of all ages ensuring equitable access and inclusivity to anyone who meets requirements for hire of spaces or future licensee and lessees.
3.4 Referring to Stage 2, which 'protected characteristic' group(s) are most likely to be affected by this change? Describe any negative impacts identified in more detail. Outline ways in which negative or positive impacts will be addressed?	N/A The council works with various local organisations include public service bodies and agencies such as national health service and local town council. Having access to the services are important to the wellbeing and health of the local residents. During the COVID pandemic the building was used by NHS as a vaccination centre.
3.5 If the decision involves a service/policy being reduced/removed will this lead to missed opportunities to promote equality of opportunity?	No

3.6 What outcome does this assessment suggest we take? Select one option and action to be taken

Option	Outcome	Tick Selected Option	Explanation
1	Continue with proposed changes No discrimination or adverse impact identified	X <input type="checkbox"/> X	The additional works will allow the building to re-open and be used as before prior to closing for improvement works to take place.
2	Continue with proposed changes Suitable adjustments to lessen the impact identified	<input type="checkbox"/>	
3	Continue despite adverse impact or missed opportunities to promote equality	<input type="checkbox"/>	
4	Stop and rethink Actual or potential discrimination identified	<input type="checkbox"/>	

What plans are in place to monitor the actual impact of the proposal?

The works are contract administered by Consultancy overseeing the contractor and support the Council Officers who meet weekly to oversee progress.

Stage 4 – Sign-off

	Details
Director/Assistant Director approved by:	Darren McLoughlin - Assistant Director Estates
Date:	02 August 24
Member Approval (Date and Title of Committee):	Cabinet 13 August 2024 PFH Cllr Tom Gibson

	Details
Committee Decision:	Cabinet 13 August 2024

Stage 5 – Implementation

5.1 Referring to **Stages 1 (preliminary assessment)**, **Stage 2 (equality risk assessment)** and **Stage 3 (equality impact assessment)** please list what tasks/actions you will take to minimise the impact of this change.

Task	Outcome	Lead	Resources	Deadline
Develop a communication strategy.	Inform residents kept informed and consulted on changes	Caroline Adlem	Existing staff	Added to monthly bulletins and as per communications plan