

Equality Impact Assessment (EqIA) for Policies, Procedures and Services

Proposal name	Walsall Council Strategic Asset Plan		
Directorate	Resources and Transformation		
Service	Corporate Landlord		
Responsible Officer	Nick Ford		
Proposal planning start	01/04/21	Proposal start date (due or actual date)	01/04/22

1	What is the purpose of the proposal?	Yes / No	New / revision
	Show which category the proposal is and whether it is new or a revision.		
	Policy	Yes	New
	Procedure	Yes	Revision
	Guidance	Yes	New
	Is this a service to customers/staff/public?	Yes	
	If yes, is it contracted or commissioned?	No	
	Other - give details		
2	What is the business case for this proposal? Please provide the main purpose of the service, intended outcomes and reasons for change?		
	<p>As part of the Council's transformation of how it manages its land and property assets, it has adopted a Corporate Landlord model. As part of the creation of the Corporate Landlord model, all property related functions within the Council have been brought together into a single Corporate Landlord service to ensure that a comprehensive and joined up approach is possible for the property portfolio.</p> <p>In order to ensure that the Council has a strategic framework for the management of its land and property assets, and in accordance with best practice advice from CIPFA, the Corporate Landlord service has developed a Strategic Asset Plan (SAP) to cover the period 2022-2027. The SAP comprises three separate elements as follows:</p> <ul style="list-style-type: none"> • Asset Management Policy • Asset Management Strategy • Asset Management Action Plan <p>These elements set out the policy objectives, priorities and main work streams required to deliver the effective management of the Council property assets.</p> <p>The SAP also contains a number of appendices which contain the policies, procedures, strategies, governance and guidance required for the Corporate Landlord to deliver the objectives of the SAP. These documents set out the way that the Corporate Landlord will operate and the respective responsibilities and expectations of both the Corporate Landlord and the users of Council property.</p>		



	<p>Part of the procedures set out refer to the Council's Constitution. The Governance for decision making is set out clearly, to include the newly formed Strategic Investment Board.</p> <p>There are no specific property, capital or investment requirements arising from the SAP and its appendices, however, the strategy set out in the document, when pursued, will lead to changes in the Council's property portfolio as it is tailored to suit the Council's changing property requirements, and capital investment is made in key properties.</p> <p>Explain how it <u>could</u> be delivered and by when. Advise of any property, capital or investment requirements</p>		
3	Who is the proposal likely to affect?		
	People in Walsall	Yes / No	Detail
	All		
	Specific group/s	No	
	Council employees	Yes	
	Other (identify)	No	
4	Please provide service data relating to this proposal on your customer's protected characteristics.		
	<p>This proposal is intended to ensure that the Council's operational assets are optimised for the needs of all service areas and their staff.</p>		
5	Please provide details of all engagement and consultation undertaken for this proposal. (Please use a separate box for each engagement/consultation).		

Engagement has been undertaken internally with the Corporate Landlord Working Group, Strategic Investment Board Finance Sub Group, Strategic investment Board and asset Strategy Group.

Comments received from each of these groups on the suite of documents have been reflected in the final draft document which is being presented to Cabinet on 15th December.

Consultation Activity

Complete a copy of this table for each consultation activity you have undertaken.

Type of engagement/consultation	e.g. focus group, survey, drop in, local, area panels, local engagement.	Date	dd/mm/yy
Who attended/participated?	e.g. general public, service users (specify if it was for a protected characteristic group e.g. Disability Forum).		
Protected characteristics of participants	Summary of the protected characteristic monitoring data.		
Feedback			
<ul style="list-style-type: none"> • Overall views and key comments including quotes from participants used to help express sentiments in relation to your proposal; • Views of people with protected characteristics in relation to your proposal; • Avoid using general feedback, unless you can compare it with views of people with protected characteristics. 			

6 Concise overview of all evidence, engagement and consultation

The feedback from the consultation with the officer and elected member groups has shaped the development of the documents and the approach taken.

7 How may the proposal affect each protected characteristic or group? The effect may be positive, negative, neutral or not known. Give reasons and if action is needed.

Characteristic	Affect	Reason	Action needed Yes / No
Age	None – the SAP does not make any changes to service delivery, but does set out and confirm the processes and strategies to be utilised in considering and implementing change to the property portfolio.		
Disability			
Gender reassignment			
Marriage and civil partnership			
Pregnancy and maternity			
Race			
Religion or belief			
Sex			

	Sexual orientation	
	Other (give detail)	
	Further information	
8	Does your proposal link with other proposals to have a cumulative effect on particular equality groups? If yes, give details.	(Delete one) No
9	Which justifiable action does the evidence, engagement and consultation feedback suggest you take?	
A	No major change required	
B	Adjustments needed to remove barriers or to better promote equality The feedback from stakeholders has been taken into account in the development of the SAP, although these changes were not related to equality or potential discrimination.	
C	Continue despite possible adverse impact	
D	Stop and rethink your proposal	

Action and monitoring plan				
Action Date	Action	Responsibility	Outcome Date	Outcome

Where the assessment indicates a potential negative impact (B, C or D in question 7), identify how you will reduce or mitigate this impact. The full impact of a proposal will only be known once it is introduced, so always set out arrangements for reviewing the actual impact of the proposals e.g. 6 month or 12 months after implementation.

Identify who the monitoring will be reported to and what it is part of e.g. service monitoring or project monitoring. Then ensure the outcome of each action is added, this is just as important as identifying the potential impact.

Update to EqIA

Date	Detail

Use this section for updates following the commencement of your proposal.

Contact us

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Inside Walsall: http://int.walsall.gov.uk/Service_information/Equality_and_diversity