

Equality Analysis Form

The following questions will document the effect of your service or proposed policy, procedure, working practice, strategy or decision (hereafter referred to as 'policy') on equality, and demonstrate that you have paid due regard to the Public Sector Equality Duty.

1. RESPONSIBILITY

Department	Communities and Wellbeing	
Service	Business Redesign & Development	
Proposed policy	Review of Council-owned Garage Sites – Phase 2	
Date	26 th November 2014	
Officer responsible for the 'policy' and for completing the equality analysis	Name	Marcus Connor
	Post Title	Head of Performance & Housing Strategy
	Contact Number	0161 253 6252
	Signature	
	Date	24 th October 2014
Equality officer consulted	Name	Mary Wood
	Post Title	Principal Officer – Equalities
	Contact Number	0161 253 6795
	Signature	 29/2014
	Date	27 th October 2014

2. AIMS

What is the purpose of the policy/service and what is it intended to achieve?	To allow the Council to dispose of garage sites that were in Phase 2 of the Garage Review. Recommendations on the future of the Phase 1 sites were considered by Cabinet on 28 November 2012, and actions are currently ongoing to implement the recommendations on the future of these sites. However, there has since been interest from housing associations to develop a number of the Phase 2 sites (those which we initially left as they were more popular with tenants). This report seeks to allow sales of these sites should a valid business case made and the provision of new housing in the Borough be assured.
Who are the main stakeholders?	The Council – in particular the Directorates of Communities and Wellbeing and Resources and Regulation Six Town Housing Housing Joint Commissioning Partnership. Residents of estates near the sites. Tenants of the garages. Private developers. People obtaining the housing planned for some sites.

3. ESTABLISHING RELEVANCE TO EQUALITY

3a. Using the drop down lists below, please advise whether the policy/service has either a positive or negative effect on any groups of people with protected equality characteristics. If you answer yes to any question, please also explain why and how that group of people will be affected.

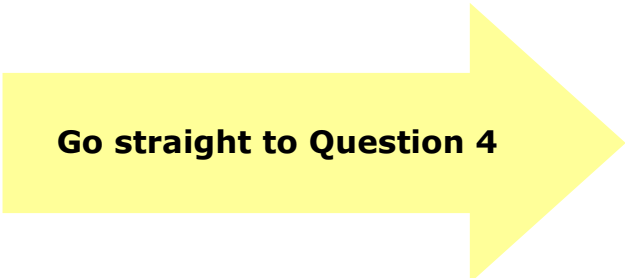
Protected equality characteristic	Positive effect (Yes/No)	Negative effect (Yes/No)	Explanation
Race	No	No	
Disability	Yes	No	As some of the proposals could include new housing for disabled customers.
Gender	No	No	
Gender reassignment	No	No	
Age	Yes	No	As some of the proposals could include new housing for older customers who the Housing Needs & Demand Assessment 2011 identified as one of the growing parts of the borough's population.
Sexual orientation	No	No	
Religion or belief	Yes	No	Some of the proposals could provide housing in areas popular with the Jewish community. While housing will not be targeted to this customer group, the sites will appeal to this customer group.
Caring responsibilities	Yes	No	As one of the options considered is proposed new housing, this could result in improved quality of life and better housing for the disabled or older people carers are responsible for.
Pregnancy or maternity	No	No	
Marriage or civil partnership	No	No	

3b. Using the drop down lists below, please advise whether or not our policy/service has relevance to the Public Sector Equality Duty. If you answer yes to any question, please explain why.

General Public Sector Equality Duties	Relevance (Yes/No)	Reason for the relevance
Need to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010	No	
Need to advance equality of opportunity between people who share a protected characteristic and those who do not (eg. by removing or minimising disadvantages or meeting needs)	Yes	By increasing the amount of housing suitable for disabled or older people needing support and care as part of the housing to be developed on some of the sites.
Need to foster good relations between people who share a protected characteristic and those who do not (eg. by tackling prejudice or promoting understanding)	No	

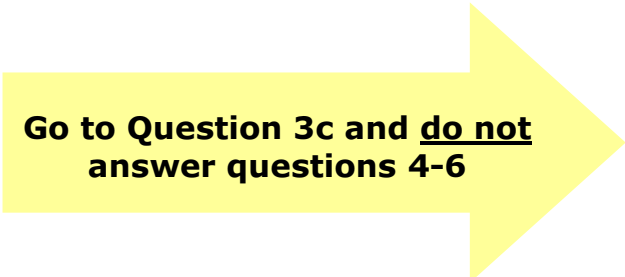
If you answered 'YES' to any of the questions in 3a and 3b

Go straight to Question 4



If you answered 'NO' to all of the questions in 3a and 3b

Go to Question 3c and do not answer questions 4-6



3c. If you have answered 'No' to all the questions in 3a and 3b please explain why you feel that your policy/service has no relevance to equality.

4. EQUALITY INFORMATION AND ENGAGEMENT

4a. For a service plan, please list what equality information you currently have available, **OR** for a new/changed policy or practice please list what equality information you considered and engagement you have carried out in relation to it.

Please provide a link if the information is published on the web and advise when it was last updated?

(NB. Equality information can be both qualitative and quantitative. It includes knowledge of service users, satisfaction rates, compliments and complaints, the results of surveys or other engagement activities and should be broken down by equality characteristics where relevant.)

Details of the equality information or engagement	Internet link if published	Date last updated
Liaison with communities near the garage sites will be carried out prior to sites being sold		
Housing Needs and Demand Assessment 2011	http://www.bury.gov.uk/index.aspx?articleid=2543	
Report to Cabinet – Review of Council Owned Garage Sites (28 November 2012)		
Presentations to Housing Services Sub Group (17 February 2010) and Economy, Environment and Transport Scrutiny Commission (3 March 2010)		
Summary of Results of Consultation (November 2010)		

4b. Are there any information gaps, and if so how do you plan to tackle them?

None.

5. CONCLUSIONS OF THE EQUALITY ANALYSIS

<p>What will the likely overall effect of your policy/service plan be on equality?</p>	<p>The overall effect of the recommendations on equality will be potentially positive in terms of age and disability, increasing the quality of life for disabled and older people by enhancing the housing options available to them.</p> <p>The recommendations will increase quality of life for people living near disused or underused garage sites.</p>
<p>If you identified any negative effects (see questions 3a) or discrimination what measures have you put in place to remove or mitigate them?</p>	<p>Not applicable.</p>
<p>Have you identified any further ways that you can advance equality of opportunity and/or foster good relations? If so, please give details.</p>	<p>Not applicable.</p>
<p>What steps do you intend to take now in respect of the implementation of your policy/service plan?</p>	<p>Following approval of the report recommendations by Cabinet, officers will undertake any necessary research and investigation prior to sales of any sites on an individual basis. This will include consultation with all affected stakeholders.</p>

6. MONITORING AND REVIEW

If you intend to proceed with your policy/service plan, please detail what monitoring arrangements (if appropriate) you will put in place to monitor the ongoing effects. Please also state when the policy/service plan will be reviewed.

Monitoring of the recommendations of the report will be carried out by the Housing Strategy Programme Board and Housing Operations Board.

COPIES OF THIS EQUALITY ANALYSIS FORM SHOULD BE ATTACHED TO ANY REPORTS/SERVICE PLANS AND ALSO SENT TO THE EQUALITY INBOX (equality@bury.gov.uk) FOR PUBLICATION.