

Equality Impact Assessment (EIA) – Initial Screening

If you include anything on this form that requires protective marking, please annotate accordingly. Sensitive information will have to be removed prior to publication on the SCC website.

The characteristics protected by the Equality Act are:

Disability	Age	Sex (gender)
Gender reassignment	Marriage/civil partnership	Pregnancy/maternity
Race	Sexual orientation	Religion/belief

By law we must have due regard to the need to:

- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the 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.*

In effect, this means that we need to ensure that our policies and services are fair, equitable and proportionate and where possible mitigate against any adverse impacts on people from the different protected characteristics.

In addition to the above protected characteristics you should consider the impact of living in a **rural area** as part of this assessment. Where people live is not a characteristic protected by law, but for an organisation such as Suffolk County Council it is good practice to consider carefully how location may affect people's experience of a policy or service.

The Rural-Urban definition (DEFRA) introduced in 2004, defines the rurality of very small census based geographies. Census Output Areas forming settlements with populations of over 10,000 (which are urban), while the remainder are defined as one of three rural types: *town and fringe, village or hamlet and dispersed*.

Details	
Service or policy title	Appropriation of Land for Planning Purposes at Old School Drive and Wangford Road in Reydon, Southwold
Lead officer <i>(responsible for the policy or service/function)</i>	Brian Prettyman
Officers carrying out the screening <i>(at least one must have done EIA training and recommended that an officer responsible for the policy or service/function is involved in the screening)</i>	Brian Prettyman Corinne McGrath
Is this new or a revision? <i>(If revision state when previous EIA undertaken)</i>	New
Is this the first time this policy or function has been screened? <i>(If not, indicate which iteration this is – 2, 3, etc.)</i>	Yes
Date of completing this EIA screening	7 March 2016

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Description
<p>What exactly is proposed? (Describe the service/policy and the changes that are being planned)</p> <p>SCC has agreed terms to sell a site of 0.24 ha (0.6 acres) to Orwell Housing Association who have obtained planning permission for the development of 6 bungalows for occupation by elderly people. Concurrently with the sale of the land to Orwell, SCC has agreed to transfer to the Reydon Playing Field Charity (RFPC) the freehold of the adjoining playing field which they hold on a 300 year lease that commenced in 2002 (lease to be surrendered as part of the sale). The land is currently used as a car park for playing field users (which will be relocated onto the playing field as part of the planning permission) and contains a prefabricated (and dilapidated) building (the Building) formerly used to deliver youth services which have now terminated.</p> <p>The Building is used on a short term and temporary basis pending the redevelopment by two community groups – the Reydon Toddlers Group (1 morning per week) and by the Southwold & Reydon Childrens Centre (2 x 1 hour sessions per week) (Community Users). When the site has transferred to Orwell the Community Users will be temporarily relocated to community buildings within Reydon and Southwold for a period of 9 months. Following this they will use the new pavilion building (Pavilion) being erected by the RFPC.</p>
<p>Why? (Give reasons why these changes are being introduced)</p> <p>The changes are being introduced to facilitate re-development of the site. This will provide purpose built accommodation for the elderly, enhanced facilities for the Community Users and sporting facilities for the wider community. The Building, occupied for approximately 5 hours per week by the Community Users, is not suitable for their requirements and has always been envisaged as a temporary provision. The facilities are not adequate as the Building is in need of complete renovation. The Building will be demolished and the new Pavilion, which complies with the planning permission granted for a design aimed at the proposed occupants, will provide suitable accommodation for the Community Users.</p>
<p>What will the effect of the changes be? (Describe which people, communities, localities etc. will be affected by the changes)</p> <p>The only people to be affected by the change will be the two user groups as described above. The 2 community groups will temporarily locate to other sites in the locality for a period of 9 months prior to the new community facility being built.</p>
<p>How will it be implemented? (Describe the decision making process, timescales, process for implementation)</p> <p>RFPC are organising the relocation of the community groups.</p> <p>Due to the nature of the development works, including temporary access only to the playing field, termination of utility supplies, demolition of existing buildings and construction of a new access road it has been decided that it is inappropriate for the safety of the community groups to remain on site in the initial 6 month phase. The Childrens' Centre project groups will transfer temporarily to the Scout Hall in Southwold and the Toddler Group have not yet finalised their temporary home but have been offered Reydon Church Hall, Reydon Village Hall or the Millennium Hall Southwold. All these venues are within walking distance or on the bus route and contain equivalent facilities currently provided on site.</p> <p>Development will commence following relocation. This has been scheduled to take place over 9 months with the Pavilion structure in place and ready for occupation within nine months.</p>

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The community groups have been fully involved in the future plans and the temporary arrangements needed before returning to the new building. All existing users are fully aware that they will be accommodated in the new building

When is it due to start? (Planned start of new/revised policy/service)

The relocation to take place late May/early June 2016.

Any other relevant details

Families with pre-school children are currently served by the existing services. Corporate Property has liaised with the proposed owners of the Pavilion and the Community Users. The Community Users have been fully involved in the future plans and the temporary arrangements needed before returning to the new Pavilion. All existing users are fully aware that they will be accommodated in the new Pavilion.

The Community Users have been consulted and their written comments and support have been provided as part of the planning conditions. They take the view that the relocation will benefit them in terms of better facilities and more importantly safer premises. Their current accommodation is in need of complete renovation.

There are currently approximately 30 car parking places on site. The new facilities will provide 60 parking places plus another 20 places overflow and include disabled, mobility scooter and cycle parking. Also in anticipation of moving the new Pavilion and car parking onto the playing field and losing two sports pitches, a further 7 acres of land next to the playing field was purchased two years ago and new grass planted last year to more than replace the land lost.

Data about the user population

What is the demographic profile of the community you are serving? *(A brief overview of quantitative data used and qualitative research undertaken, including customer surveys and focus groups, plus links to reports, local or national data that you have used)*

Information from the 2011 Census

The population of Southwold and Reydon was 3,680

The average age of people in Southwold and Reydon is 52, while the median age is higher at 57.

91.6% of people living in Southwold and Reydon were born in England. Other top answers for country of birth were 1.1% Wales, 1.0% Scotland, 0.7% China, 0.4% Ireland, 0.4% India, 0.3% Northern Ireland, 0.3% United States, 0.2% Australia, 0.2% Hong Kong .

98.4% of people living in Southwold and Reydon speak English. The other top languages spoken are 0.7% All other Chinese, 0.2% Cantonese Chinese, 0.1% Dutch, 0.1% German, 0.1% Persian/Farsi, 0.1% British sign language, 0.1% French.

The religious make up of Southwold and Reydon is 67.9% Christian, 22.2% No religion, 0.5% Buddhist, 0.2% Muslim, 0.2% Humanist, 0.1% Agnostic, 0.1% Jewish.

What is the profile of your service users by protected characteristics? *(Where this data is available. If it is not currently available state any plans to collect this in future)*

Corporate Property engaged Concertus Property Ltd to conduct research via consultation with the Community Users, RFPC and Orwell Housing Ltd. Their research confirms that the profile of the service

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users by protected characteristics is that of parents with young children. There are no other users within the wider community.

Implications for communities and workforce	
Disability	
What is the impact on people with a disability (including children with additional needs) and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	The temporary buildings that the groups are moving to are accessible and meet the needs of those affected. The new pavilion will be accessible and provide facilities suitable for those with disabilities.
How does it have a positive or negative impact?	Short term negative impact caused by the need to change locations.
Do you expect the extent of the impact to be low, medium or high?	Low. After the 9 month temporary locations the group will have access to new facilities.
What could be done to mitigate any adverse impact or further promote positive impact?	Mitigation is being provided via support to arrange the temporary accommodation.
Age	
What is the impact on people of different ages and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	This will have a greater impact on young children due to the nature of the groups affected. The move to temporary buildings may have some impact on the activities provided and ability of families to access them.
How does it have a positive or negative impact?	There is a positive impact in that new and improved facilities will be provided following the temporary location period.
Do you expect the extent of the impact to be low, medium or high?	High positive impact
What could be done to mitigate any adverse impact or further promote positive impact?	Officers have ensured that all measures to mitigate any adverse impact and promote the positive impact have been taken by arranging alternative accommodation during the initial phase of development. The adverse impact relates primarily to possible disruption due to relocation; however, given the current condition of the Building it is arbitrary whether this is in fact positive in impact as the temporary accommodation will not result in a lower standard of facilities and will not be a long term disruption in terms of access for the Community Users.
Sex (gender)	
What is the impact on people of different genders and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	There is no differential impact due to gender.
How does it have a positive or negative impact?	Same positive and negative impacts as described for the Community Users.
Do you expect the extent of the impact to be low, medium or high?	As for Community Users
What could be done to mitigate any adverse impact or further promote	As for Community Users

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positive impact?	
Gender reassignment	
What is the impact on people who have undergone gender reassignment (i.e. transgender people) and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	There is no differential impact due to gender reassignment
How does it have a positive or negative impact?	Same positive and negative impacts as described for the Community Users.
Do you expect the extent of the impact to be low, medium or high?	As for Community Users
What could be done to mitigate any adverse impact or further promote positive impact?	As for Community Users
Marriage/civil partnership	
What is the impact on people who are married or in a civil partnership and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	There is no differential impact due to gender.
How does it have a positive or negative impact?	Same positive and negative impacts as described for the Community Users.
Do you expect the extent of the impact to be low, medium or high?	As for Community Users
What could be done to mitigate any adverse impact or further promote positive impact?	As for Community Users
Pregnancy/maternity	
What is the impact on people who are pregnant women or those with a young child and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	For some women the change in location may impact on their ability to access the groups. However, the temporary buildings are close to the existing provision.
How does it have a positive or negative impact?	There is a positive impact in that new and improved facilities will be provided following the temporary location period which will provide more comfortable surroundings for pregnant women with access to improved mother/father and baby facilities for those with young children
Do you expect the extent of the impact to be low, medium or high?	High positive impact
What could be done to mitigate any adverse impact or further promote positive impact?	Officers have ensured that all measures to mitigate any adverse impact and promote the positive impact have been taken by providing the best available temporary accommodation for the relocation period.
Race	
What is the impact on people from different races or ethnic groups and	There is no differential impact on people from different races or ethnic groups.

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what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	
How does it have a positive or negative impact?	Same positive and negative impacts as described for the Community Users.
Do you expect the extent of the impact to be low, medium or high?	As for Community Users
What could be done to mitigate any adverse impact or further promote positive impact?	As for Community Users

Sexual orientation

What is the impact on people according to their sexual orientation and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	There is no differential impact on people according to their sexual orientation.
How does it have a positive or negative impact?	Same positive and negative impacts as described for the Community Users.
Do you expect the extent of the impact to be low, medium or high?	As for Community Users
What could be done to mitigate any adverse impact or further promote positive impact?	As for Community Users

Religion/belief

What is the impact on people according to their religion or belief and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	There is no differential impact on people according to their religion or belief.
How does it have a positive or negative impact?	Same positive and negative impacts as described for the Community Users.
Do you expect the extent of the impact to be low, medium or high?	As for Community Users
What could be done to mitigate any adverse impact or further promote positive impact?	As for Community Users

Rurality

Where people live is not a characteristic protected by law: but for an organisation such as Suffolk County Council it is good practice to consider carefully how location may affect people's experience of a policy or service.	
What is the impact on people according to whether they live in an urban or rural environment and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	The land providing the existing service would be classified as rural. The Community Users are part of the local community therefore the proposals will not have a negative impact on people living in this rural environment.
How does it have a positive or	The proposals have a positive impact as they ensure that the services remain in the same rural location

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negative impact?	
Do you expect the extent of the impact to be low, medium or high?	High
What could be done to mitigate any adverse impact or further promote positive impact?	Promotion of the provision of the services within the community by CYP may increase the positive impact.

Recommendation to Policy Clearing House	
In your opinion, should a full Equality Impact Assessment be carried out for this policy or function?	No.
Why?	The evidence has not identified any disadvantages or negative impact for the community, the Community Users and there is no disproportionate, adverse or negative impact on people with protected characteristics.
A full EIA involves consultation with all stakeholders: actual and potential service users, staff and management likely to be delivering the policy, partner agencies and Trade Unions. For guidance contact the Equalities Lead Adviser.	