

EQUALITY IMPACT ASSESSMENT – August 2005

Service Area - Arts Development, Legal services, Environmental Health services, Human Resources. etc.

Estate Management

Detailed activity – Development of the Pound Arts Centre, marketing industrial starter units, food hygiene courses, recruitment. etc.

Building Maintenance and Refurbishment

Lead Officer – A.N.Other

Tony Weeks – Principal Estate Officer

Provide a broad description of the detailed activity and explain what the main aims of the activity are

1 What are the aims of the activity?

Maintenance, modernisation and improvement of Council owned or managed property

2 Which sections of the community will this activity have an impact on?
eg. general population, young people, older people, people with disabilities,
ethnic minority groups:

All sections

3 How and where will information be disseminated about:

Committee Reports

4 Has any research or consultation been carried out into the need for the activity AND the ability of various community groups to access it?

Access audits

5 Has any evidence of access or compliance difficulties emerged as a result of previous monitoring?

Access audits and observations of users

6 Does the activity have the potential to lead to:

a) direct or indirect discrimination Yes No

Inability to physically access services

b) an adverse affect or other negative impact upon any community group?

Yes

No

Not if impacts identified at a) are addressed

c) a disproportionately positive impact on one community group over another?

Yes	<input type="checkbox"/>	Not if impacts identified at a) are addressed
No	<input checked="" type="checkbox"/>	

7 If there is likely to be direct or indirect discrimination, or a disproportionately positive impact on any particular group, can this be justified? Please state how (eg statutory, results from monitoring, other evidence etc)

N/A

8 If (in 7) it cannot be justified, please state what measures, and/or reasonable adjustments (eg the DDA), will be put into place to address the in-equality

N/A

9 Is there an opportunity to promote equality of opportunity and good community relations through the activity?

There is an on-going commitment in any project to improve access arrangements.

10 Will there be a requirement for equality/diversity training to equip staff to deliver the activity?

Yes

11 Does the information available about this activity need to be revised?
(eg literature, website, internal documents, etc)

All staff involved in projects to be made aware of office-based literature or web-based sources of technical information.

12 Please explain what forms of consultation you will be using or have used to inform the answers you have given above?

North Wiltshire Access Policy Working Group.

Author: Tony Weeks – Principal Estate Officer