

Equalities Comprehensive Impact Assessment v3 - Head of service review

Reference: ECIA564538155

Submitted: 28 November 2023 10:19 AM

Executive summary

Title of policy / decision: Operational Property Estate Transformation - Resource Investment Decision

Policy / decision type: Cabinet Member Action (CMA)

Overview of policy / decision: The decision is to allocate the necessary resources (external consultancy support and additional in-house staff members) to undertake the work required to develop Strategic Asset Management Plans (SAMPs) for each of ECC's operational assets. This work will take place over the next 3+ years and will be delivered in two key stages. The first stage focussing on ECC's estate to understand where efficiencies can be delivered and a second stage broadening the review to the wider public estate. Stage 2 will involve working with other Essex LA's, NHS and Blue Light through the One Public Estate forum.

What outcome(s) are you hoping to achieve?: This work will establish a future strategy for each operational asset taking account of condition, cost, operational efficiency, service requirements, net zero and many other factors. Assets found to be surplus will be identified for disposal and will follow a defined disposal process to ensure Best Value. Other opportunities for colocation both between ECC services and with Partners will be investigated and implemented wherever possible. This will facilitate the delivery of a smaller, better and greener estate for ECC, saving money for taxpayers (annual revenue costs and capital maintenance costs + Capital receipt opportunities).

Executive Director responsible for policy / decision: Tom Walker (Economy, Investment and Public Health)

Cabinet Member responsible for policy / decision: Cllr Chris Whitbread (Chancellor of Essex)

Is this a new policy / decision or a change to an existing one?: New policy / decision

How will the impact of the policy / decision be monitored and evaluated?: A project board will be initiated to specifically monitor progress of delivery and act as a point of challenge and escalation. The process will also be overseen by the existing Estates Transformation Steering Board, Cllr Whitbread as Property Portfolio Holder and Cllr Louis as Property Transformation lead. Deliverables will be measured in a number of different ways including reductions in annual running costs of the estate and improvements in customer and staff satisfaction with facilities.

Will this policy / decision impact on:

Service users: Yes

Employees: Yes

Wider community or groups of people: Yes

If the policy decision impacts on employees, provide details here and include potential impacts on identified groups later in the form: Impact on staff will be assessed as part of the process. It is not possible at this stage to determine which buildings will be impacted and staff impact will be a key consideration in determining the most advantageous way forward.

What strategic priorities will this policy / decision support?: Strong, Inclusive and Sustainable Economy, High Quality Environment, Health, Independence and Wellbeing for All Ages, A good place for Children and Families to Grow

Which strategic priorities does this support? - Economy?: Infrastructure, Future growth and investment, Green growth, Levelling up the economy

Which strategic priorities does this support? - Environment: Net zero, Transport and built environment, Minimise waste, Green communities, Levelling up the environment

Which strategic priorities does this support? - Health: Healthy lifestyles, Promoting independence, Place based working, Levelling up health

Which strategic priorities does this support? - Families: Education outcomes, Safety, Outcomes for vulnerable children, Levelling up outcomes for families

What geographical areas of Essex will the policy / decision affect?: All Essex

Digital accessibility

Is the new or revised policy linked to a digital service (website, system or application)?: No

Equalities - Groups with protected characteristics

Age

Nature of impact: Too early for impact to be known

Disability - learning disability

Nature of impact: Too early for impact to be known

Disability - mental health issues

Nature of impact: Too early for impact to be known

Disability - physical impairment

Nature of impact: Too early for impact to be known

Disability - sensory impairment

Nature of impact: Too early for impact to be known

Sex

Nature of impact: Too early for impact to be known

Gender reassignment

Nature of impact: Too early for impact to be known

Marriage / civil partnership

Nature of impact: Too early for impact to be known

Pregnancy / maternity

Nature of impact: Too early for impact to be known

Race

Nature of impact: Too early for impact to be known

Religion / belief

Nature of impact: Too early for impact to be known

Sexual orientation

Nature of impact: Too early for impact to be known

Rationale for assessment, including data used to assess the impact: The work will involve identifying the most appropriate future for each of ECC's operational assets. This in itself will not have an impact on any protected characteristics, however, once any proposals are implemented then there may be an impact depending on what the solution is. These impacts will need to be assessed as part of the decision making exercise for each asset and will form part of subsequent decision making processes.

Levelling up - Priority areas & cohorts

Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)

Nature of impact: Too early for impact to be known

Children on Free School Meals

Nature of impact: Too early for impact to be known

Working families

Nature of impact: Too early for impact to be known

Young adults (16-25 who have not been in education, training or employment for around 6-12 months)

Nature of impact: Too early for impact to be known

Residents of Harlow

Nature of impact: Too early for impact to be known

Residents of Jaywick and Clacton

Nature of impact: Too early for impact to be known

Residents of Harwich

Nature of impact: Too early for impact to be known

Residents of Basildon (Town) housing estates

Nature of impact: Too early for impact to be known

Residents of Canvey Island

Nature of impact: Too early for impact to be known

Residents of Colchester (Town) - Housing Estates

Nature of impact: Too early for impact to be known

Residents of Rural North of the Braintree District

Nature of impact: Too early for impact to be known

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Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: Too early for impact to be known

Homeless / rough sleepers

Nature of impact: Too early for impact to be known

People who experience drug and alcohol dependence

Nature of impact: Too early for impact to be known

Offenders / ex-offenders

Nature of impact: Too early for impact to be known

Victims of modern slavery

Nature of impact: Too early for impact to be known

Carers

Nature of impact: Too early for impact to be known

Looked after children / care leavers

Nature of impact: Too early for impact to be known

The armed forces community (serving personnel and their families, veterans, reservists and cadets)

Nature of impact: Too early for impact to be known

People who are unemployed / economically inactive

Nature of impact: Too early for impact to be known

People on low income

Nature of impact: Too early for impact to be known

Sex workers

Nature of impact: Too early for impact to be known

Ethnic minorities

Nature of impact: Too early for impact to be known

Gypsy, Roma, and Traveller communities

Nature of impact: Too early for impact to be known

People with multiple complex needs or multi-morbidities

Nature of impact: Too early for impact to be known

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Equalities - Geographical Groups

People living in areas of high deprivation

Nature of impact: Too early for impact to be known

People living in rural or isolated areas

Nature of impact: Too early for impact to be known

People living in coastal areas

Nature of impact: Too early for impact to be known

People living in urban areas

Nature of impact: Too early for impact to be known

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Families

Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)

Nature of impact: Too early for impact to be known

Families going through key transitions e.g. becoming parents, getting married, fostering or

adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition

Nature of impact: Too early for impact to be known

Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities

Nature of impact: Too early for impact to be known

Families before, during and after couple separation

Nature of impact: Too early for impact to be known

Families most at risk of deterioration of relationship quality and breakdown

Nature of impact: Too early for impact to be known

Rationale for assessment, including data used to assess the impact: The work will involve identifying the most appropriate future for each of ECC's operational assets. This in itself will not have an impact on any protected characteristics, however, once any proposals are implemented then there may be an impact depending on what the solution is. These impacts will need to be assessed as part of the decision making exercise for each asset and will form part of subsequent decision making processes.

Crime & Disorder

Crime and disorder

Nature of impact: Too early for impact to be known

The misuse of drugs, alcohol and other substances

Nature of impact: Too early for impact to be known

Re-offending

Nature of impact: Too early for impact to be known

Serious violence

Nature of impact: Too early for impact to be known

Rationale for assessment, including data used to assess the impact:

The work will involve identifying the most appropriate future for each of ECC's operational assets. This in itself will not have an impact on any protected characteristics, however, once any proposals are implemented then there may be an impact depending on what the solution is. These impacts will need to be assessed as part of the decision making exercise for each asset and will form part of subsequent decision making processes.

(If negative impact assessed) What actions will be undertaken to mitigate negative impacts, including timescales:

What actions have already been taken to mitigate any negative impacts?:

How could you strengthen any positive impact(s)?:

Climate

Does your decision / policy involve development or re-development of buildings or infrastructure?: Yes

Have you calculated the predicted operational energy demand and the carbon emissions (both operational and embodied) impact of the development / infrastructure / building?: No

Does your proposal align with the Net Zero Carbon (in operation) definition being promoted through best practice and emerging planning responses at ECC?: Yes

Please provide details: Net Zero is a key driver for this work and will form part of the decision making process for each asset. This is a programme of work and this detail will be created later.

Have you assessed the upfront embodied carbon emissions (building life cycle stages A1-A5) of your proposed project and have you set targets in line with best practice to reduce embodied carbon emissions?: No

Your development needs to be resilient to projected climate risks including flooding, overheating and subsidence. Please outline how you will achieve this: Future resilience and liability is a key driver for this work and will form part of the decision making process for each asset. This is a programme of work and this detail will be created later.

Does your decision / policy take place in, or make use of, existing buildings or infrastructure?: No

Does your decision / policy involve elements connected to transport, travel or vehicles? This includes travel needs / requirements of both service users and staff (including staff you're planning to recruit): Yes

Where are staff or service users coming from and how are they travelling?: Travel distances will be a consideration in decision making for each asset. This is a programme of work and this detail will be created later.

If car travel is unavoidable, are you specifying electric cars and vehicles?: No

What is your transition plan to introduce electric vehicles?: Not within the scope of this project.

Are you undertaking a procurement exercise?: No

Does your decision / policy involve the purchase of goods or materials?: No

Will any waste be generated by this decision? This includes waste from construction, waste generated by service users / staff, and waste generated by replacing existing products / materials with new: No

Nature of impact

Built Environment / Energy: Positive

Sustainable Transport / Travel: Positive

Waste: Positive

Extent of impact

Built Environment / Energy: Medium

Sustainable Transport / Travel: Low

Waste: Low

Rationale for assessment, including data used to assess the impact: No data at this stage used to undertake this assessment. Both building operation impacts (i.e. utility consumption) and transport (i.e. location / travel times) will be a factor in deciding which assets to retain and which to dispose of. It is expected that any impact on the environment will be positive as net zero for the core estate is a key objective of this work.

What actions have already been taken to mitigate any negative impacts?: Setting carbon reduction as a key deliverable.

Action plan to address and monitor adverse impacts

Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date ECIA completed: 24/11/2023

Name of person completing the ECIA: Ben Finlayson

Email address of person completing the ECIA: ben.finlayson@essex.gov.uk

Your function: Economy, Investment and Public Health

Your service area: Property, Investment & Delivery

Your team: Property, Investment & Delivery

Are you submitting this ECIA on behalf of another function, service area or team?: No

Email address of Head of Service: elliot.smith@essex.gov.uk