

Equality Impact Assessment

Reference: EQIA219954966

Submitted: 29 June 2020 09:49 AM

Executive summary

Title of policy or decision: Proposed CVA, Unit 1, Keighley Retail Park

Describe the main aims, objectives and purpose of the policy (or decision): To approve the decision to support the company voluntary arrangement (CVA) for the tenant in unit 1 Keighley Retail Park

What outcome(s) are you hoping to achieve?: Transform the council to achieve more with less

Which strategic priorities does this support? - Transform the council to achieve more with less: Limit cost and drive growth in revenue

Is this a new policy (or decision) or a change to an existing policy, practice or project?: a new policy (or decision)

Please provide a link to the document / website / resource to which this EqlA relates:

[https://teams.microsoft.com/l/file/714EE58A-6F2E-4F4C-BFAD-7D3057CBB0CD?tenantId=a8b4324f-155c-4215-a0f1-](https://teams.microsoft.com/l/file/714EE58A-6F2E-4F4C-BFAD-7D3057CBB0CD?tenantId=a8b4324f-155c-4215-a0f1-7ed8cc9a992f&fileType=docx&objectUrl=https%3A%2F%2Fessexcountycouncil.sharepoint.com%2Fsites%2FCommercialProperty%2FShared%20Documents%2FCommercial%20Property%2FNew%2C%20or%20Renewed%2FCommercialProperty&serviceName=teams&threadId=19:8d21910040cc46f195154308921bc08f@thread.tacv2&grc94f5-40d8-8937-fa18ac8fdb10)

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Please upload any documents which relate to this EqlA, for example decision documents:

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Assessing the equality impact

Use this section to record how you have assessed any potential impact on the communities likely to be affected by the policy (or decision): This decision relates to the commercial property portfolio and a reduction in the annual rental income from it. The portfolio is based outside Essex, however the income is used to support

service delivery. The reduction in income does not mean that the overall budgeted income will not be met so there are no single elements of the population that will be affected.

Does or will the policy or decision affect:

Service users: No

Employees: No

The wider community or groups of people, particularly where there are areas of known inequalities: No

Which geographical areas of Essex does or will the policy or decision affect?: All Essex

Will the policy or decision influence how organisations operate?: No

Will the policy or decision involve substantial changes in resources?: No

Is this policy or decision associated with any of the Council's other policies?: No

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

Description of impact

Description of Impact. If there is an impact on a specific protected group tick box, otherwise leave blank. You will be given the opportunity to rate identified impacts as positive, negative or neutral on the next page: No impact on any of the above groups

I confirm that I have considered the potential impact on all of the protected characteristics: I confirm that I have considered the potential impact on all of the protected characteristics

Action plan to address and monitor adverse impacts

Does your EqIA indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?: 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 EqIA completed: 29/06/2020

Name of person completing the EqIA: Ian Fulton

Email address of person completing the EqIA: Ian.Fulton@essex.gov.uk

Your function: Corporate and Customer Services

Your service area: Finance

Your team: Commercial

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

Email address of Head of Service: tina.french@essex.gov.uk