

## Bristol City Council Equality Impact Relevance Check APPENDIX E



This tool will identify the equalities relevance of a proposal, and establish whether a full Equality Impact Assessment will be required. Please read the guidance prior to completing this relevance check.

What is the proposal?	
Name of proposal	Property Guardians
Please outline the proposal.	In the light of the recent complaints and the court case on the occupancy status of property guardians who provide security to the council's vacant buildings it is recommended that the council replaces the scheme with alternative security measures.
What savings will this proposal achieve?	None. The alternative means of securing empty buildings will cost more.
Name of Lead Officer	Bob Baber

Could your proposal impact citizens with protected characteristics? (This includes service users and the wider community)
<b>Please outline where there may be significant opportunities or positive impacts, and for whom.</b>
The alternative means of securing empty buildings will avoid an ongoing risk of holding-up redevelopment for new homes and community facilities such as schools caused by delay in gaining vacant possession of the buildings.
<b>Please outline where there may be significant negative impacts, and for whom.</b>
The current circa 150 guardian occupiers across 17 buildings are provided by the guardian companies who vet them for suitability. They must be in employment and over 18 years with no children. Guardian occupiers occupy the buildings under a license agreement with the guardian companies which provides 3-4 weeks' notice to quit. Guardian occupiers pay a below market rent to the guardian companies. This is typically £260/month. They live in basic rooms with shared facilities within buildings not necessarily designed for this use. Whilst it is anticipated that this proposal will be a disruption to the living arrangements of individual guardian occupiers it should not be unexpected to them given the nature of their license. The terms and conditions for becoming a guardian occupier mean that there shouldn't be any that would qualify as a priority need for re-housing. The council's housing advice service is available provide guidance to guardian occupiers on finding alternative accommodation.

Could your proposal impact staff with protected characteristics? (i.e. reduction in posts, changes to working hours or locations, changes in pay)
<b>Please outline where there may be significant opportunities or positive impacts, and</b>

<b>for whom.</b>
This proposal has no equalities impact on council staff.
<b>Please outline where there may be negative impacts, and for whom.</b>
This proposal has no equalities impact on council staff.

<b>Is a full Equality Impact Assessment required?</b>	
<p>Does the proposal have the potential to impact on people with protected characteristics in the following ways:</p> <ul style="list-style-type: none"> <li>• access to or participation in a service,</li> <li>• levels of representation in our workforce, or</li> <li>• reducing quality of life (i.e. health, education, standard of living) ?</li> </ul>	
<p>Please indicate yes or no. If the answer is yes then a full impact assessment must be carried out. If the answer is no, please provide a justification.</p>	<p>No. It is not considered that a full equality impact is required because the duty for the equal treatment of guardian occupiers rests with the guardian companies. It is they who have the contractual relationship and have the respective obligations to each other. The council is not party to those contracts and has no direct relationship with the guardian occupiers. Nor does the council have any information about the protected characteristics of individual guardian occupiers on which to assess equalities risks. If the guardian companies have this information then it will be confidential to them and is likely to be protected.</p> <p>It is also noted that there is not an increased adverse impact for any individuals who may have a protected characteristic as a consequence of this proposal because the council will encourage the guardian companies to give all guardian occupiers a longer notice period than their contracts allow to reflect the longer notice period the council proposes to give to the companies. The council commits to treating equally all citizens, including guardian occupiers, who seek advice from the council on their housing options.</p> <p>The council also commits to avoiding any instructions to the guardian companies that could present an impediment to them meeting their own equalities duties towards guardian occupiers.</p>
Service Director sign-off and date:	Equalities Officer sign-off and date: Wanda Knight 22/5/17