

Equality Impact Assessment [version 2.12]



Title: Commercial Property Disposals	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Peter Anderson
Service Area: Corporate Landlord	Lead Officer role: Director – Property, Assets & Infrastructure

Step 1: What do we want to do?

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

To enable the Council to deliver revenue savings and capital receipts contributing to the 2024/25 targets and beyond. Following a review of the office, depot, operational, and investment estates the Corporate Landlord has identified properties for the disposals process (where there is no operational necessity or if they do not return a sufficient financial yield).

There is clear governance and a decision making route for all decisions regarding estate transformation. Disposals have been approved by the Estate Strategy Board (which includes Director representation from each Directorate) and will be subject to final approval by Strategy & Resources Committee – this ensures full visibility of all decisions.

This proposal is to dispose of an asset to generate a capital receipt as part of the above wider plan and targets. There is no impact on staff groups or citizens, as the Council does not currently occupy or deliver services from these sites.

1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If 'Yes' complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	[please select]
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The review of the office, depot, operational, and investment estates (to ensure that we are retaining the correct property assets for the correct purposes) will result in suitable assets being released to the disposals process. The review of the office, depot, operational, and investment estates overall has the potential to have an equality impact to service users and the wider community, although it will vary significantly between individual properties.

However, for the disposal of these this property/asset, there are no significant potential impacts, primarily due to the fact that the asset has been declared surplus to the Council's requirements and is not occupied by the Council.

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director¹.

Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off: Peter Anderson
Date: 21/02/2025	Date: 24/02/2025

¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.