

Equality Impact Assessment [version 2.11]



Title: Capital Budget Savings PL21 – Property Maintenance (Corporate buildings) £3.5m reduction (£9m budget) over 5 years	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input checked="" type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth & Regeneration	Lead Officer name: David Martin
Service Area: Property, Assets and Infrastructure	Lead Officer role: Head of Corporate Landlord

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

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.

The reduction in the capital budget will reduce the financial envelope available in the mid-term to ensure the Council manages and complies with the property maintenance programme.
The Council is currently refreshing its Corporate Landlord programme which will include a reduction in its operational estate. This will in turn reduce the maintenance programme and costs. The maintenance programme for 2024 -25 and beyond will be refreshed in year in line with the priorities and action plans of the aforementioned programme.

1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input type="checkbox"/> Service users	<input 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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We do not anticipate that this savings proposal will have any equality impact for workforce, service users or citizens because it is limited in scope to works which: prevent litigation from statutory bodies; the continued operation of the estate; and general health and safety maintenance. As above the savings will be made possible through an overall reduction in the corporate estate, and the programme will review and assess its work schedule based on compliance, legislation and need. The 2023-24 programme will ensure the Council's complies with its health and safety requirements for its estate and will not lead to any staff reduction or anticipated reduction in the Council's capacity to meet the needs of equalities communities or make reasonable adjustments for disabled colleagues or service users etc.

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.

<p>Equality and Inclusion Team Review: <i>Reviewed by Equality and Inclusion Team</i></p>	<p>Director Sign-Off:</p> 
<p>Date: 31/1/2023</p>	<p>Date: 31/1/2023</p>

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.