

City of York Council
Equalities Impact Assessment

Who is submitting the proposal?

Directorate:	Finance		
Service Area:	Property Services		
Name of the proposal :	Update on the Asset Management Strategy - 2026 to 2031		
Lead officer:	Nick Collins		
Date assessment completed:	28.11.25		
Names of those who contributed to the assessment :			
Name	Job title	Organisation	Area of expertise
Dave Meigh	Public Realm operations Manager	CYC	CYC Public Realm & Open Spaces

Step 1 – Aims and intended outcomes

	What is the purpose of the proposal? Please explain your proposal in Plain English avoiding acronyms and jargon.
	The report sets out progress against the delivery of the Asset Management Strategy for the Council for the period 2020-2025, as reported to Executive in November 2020. The report provides an update on the performance of the Council's commercial portfolio of property, which provides a vital source of income in financing Council services. The report provides updates on work flows and sets out the Strategy for a further 5 year period to 2031, to benefit both social outcomes and financial performance, arising from the Council's land and property assets.

1.2	Are there any external considerations? (Legislation/government directive/codes of practice etc.)
	A number of the proposals effect public open space within the meaning of Section.122/123 of the Local Government Act 1972.

1.3	<p style="text-align: center;">1.2</p> <p>Who are the stakeholders and what are their interests?</p>
	<p>Commercial property tenants, users of Council operational property and residents from the surrounding wards and areas. This includes stakeholders of partner community organisations such as the Friends of Rowntree Park.</p> <p>Interest in each property varies by site and activity.</p>
1.4	<p>What results/outcomes do we want to achieve and for whom? This section should explain what outcomes you want to achieve for service users, staff and/or the wider community. Demonstrate how the proposal links to the Council Plan and other corporate strategies and plans</p> <p>.</p>
A	<p>The desired outcome is to ensure that our assets are utilised to benefit our residents through generating income and helping pay for services, through the provision of assets to deliver services and achieve council policies. The proposals accord with;</p> <p><i>Health and wellbeing: a health generating city for children and adults</i> through the utilisation of the council assets to create a more sustainable environment that benefits from better use of community space whilst co-locating with partners to drive and improve efficiency in service provision</p> <p><i>Economy: a fair, thriving, green economy for all</i> through regeneration opportunities and using our assets to drive economic opportunity</p> <p><i>Housing: increasing the supply of affordable housing</i> – through using our assets to increase the supply of affordable housing in York</p> <p><i>Sustainability: cutting carbon, enhancing the environment of our future</i> – via using our estate as an exemplar of creating efficient, sustainable services</p>

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Step 2 – Gathering the information and feedback

2.1	What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights? Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.
Source of data/supporting evidence	Reason for using
Property Services staff	Long term knowledge of assets and relationship with occupational tenants
Public Realm staff	Long term knowledge of open space and public realm sites with relationship with community groups such as “Friends of Parks” groups
Strategic Services staff	Local connections.

Step 3 – Gaps in data and knowledge

3.1	What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.
Gaps in data or knowledge	Action to deal with this
To be identified against each of the recommended schemes	Scheme specific consultation where required such and use of advertising and consulting in accordance with Section.122/123 of the Local Government Act 1972.

Step 4 – Analysing the impacts or effects.

4.1	Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments? Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.		
Equality Groups and Human Rights.	Key /Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
Age	A purpose of this programme of work is <ul style="list-style-type: none">• to help secure good outcomes for children and younger people in their formative years through improved play opportunities	+	L

	<ul style="list-style-type: none"> to aid mobility and rest opportunities for all ages as part of footpath rebuilds, seating replacement and improvements <p>The successful of the programme should directly deliver positive outcomes multiple generations.</p>		
Disability	<p>A purpose of this programme of work is specifically deliver</p> <ul style="list-style-type: none"> more accessible play opportunities remove physical barriers to access and improve the green space path network site based improvement establish through consultation and scheme development 	+	L
Gender	<p>The proposal does not exclude different genders. Investment in some games court activities may reinforce gender biases.</p>	+ and -	L
Gender Reassignment	The proposal is not expected to impact on this characteristic.	0	
Marriage and civil partnership	The proposal is not expected to impact on this characteristic.	0	
Pregnancy and maternity	The proposal is not expected to impact on this characteristic.	0	
Race	The proposals aim to be inclusive for all children and adults regardless of race. This will be tested through consultation and input ahead of scheme delivery.	0	L
Religion	The proposal is not expected to impact on this characteristic.	0	

and belief			
Sexual orientation	The proposal is not expected to impact on this characteristic.	0	
Other Socio-economic groups including :	Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?		
Carer	Schemes recommended to progress should strengthen support for children and those people that care for them.	+	L
Low income groups	The use of Indices of Multiple Deprivation (IMD) as the primary driver for selecting projects should help towards providing improving life chances.	+	L
Veterans, Armed Forces Community	The proposal is not expected to impact on this characteristic	0	
Other			
Impact on human rights:			
List any human rights impacted.	<ul style="list-style-type: none"> Equality and non-discrimination – “The enjoyment of the rights and freedoms set forth... shall be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status” HUMAN RIGHTS ACT, ARTICLE 14 Decent standard of living - “...the present Covenant recognizes the right of everyone to an adequate standard 	+	L

of living for himself and his family.” INTERNATIONAL COVENANT ON ECONOMIC, SOCIAL AND CULTURAL RIGHTS, ARTICLE 11

- Health and social care - “The general duty of a local authority... is to promote that individual’s well-being” CARE ACT 2014

<p>High impact (The proposal or process is very equality relevant)</p>	<p>There is significant potential for or evidence of adverse impact The proposal is institution wide or public facing The proposal has consequences for or affects significant numbers of people The proposal has the potential to make a significant contribution to promoting equality and the exercise of human rights.</p>
<p>Medium impact (The proposal or process is somewhat equality relevant)</p>	<p>There is some evidence to suggest potential for or evidence of adverse impact The proposal is institution wide or across services, but mainly internal The proposal has consequences for or affects some people The proposal has the potential to make a contribution to promoting equality and the exercise of human rights</p>
<p>Low impact (The proposal or process might be equality relevant)</p>	<p>There is little evidence to suggest that the proposal could result in adverse impact The proposal operates in a limited way The proposal has consequences for or affects few people The proposal may have the potential to contribute to promoting equality and the exercise of human rights</p>

Step 5 - Mitigating adverse impacts and maximising positive impacts

5.1	Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?
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The assessment has found that there should be an overall positive impact from the implementation of the proposals. A number of the proposals seeks to improve facilities available to community groups and would retain areas of open space, where effected by a proposal.

Step 6 – Recommendations and conclusions of the assessment

6.1	Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:
	<ul style="list-style-type: none">- No major change to the proposal – the EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review.

- **Adjust the proposal** – the EIA identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance quality or to foster good relations.
- **Continue with the proposal** (despite the potential for adverse impact) – you should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations under the duty
- **Stop and remove the proposal** – if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the proposal altogether. If a proposal leads to unlawful discrimination it should be removed or changed.

Important: If there are any adverse impacts you cannot mitigate, please provide a compelling reason in the justification column.

Option selected	Conclusions/justification
No major change to the proposal	It is considered that there will be no major impacts and consultation will be undertaken where outlined in the report to ensure such.

Step 7 – Summary of agreed actions resulting from the assessment

7.1 What action, by whom, will be undertaken as a result of the impact assessment.			
Impact/issue	Action to be taken	Person responsible	Timescale
N/a			

Step 8 - Monitor, review and improve

8. 1 How will the impact of your proposal be monitored and improved upon going forward? Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded?	The effects of particular proposals will be monitored by Head of Property Services and all stakeholders to ensure compliance.
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