

## Annex 3 – Equality Impact Assessment for Lowfield Green

### City of York Council

#### EQUALITY IMPACT ASSESSMENT

1	Name and Job Title of person completing assessment	Programme Director, Older Persons' Accommodation
2	Name of service, policy, function or criteria being assessed	Progressing the Lowfield Green development
3	What are the main objectives or aims of the service/policy/function/criteria?	To redevelop the former Lowfield school site to deliver an older persons' care home, a health centre, public open space including allotments, age-related housing and family homes to buy and rent. Having a range health services in one location in close proximity to an older persons' care home and age-related housing will enable easy access to these services. The project is at an early stage of development. The inclusion of public open space including allotments allows the potential for intergenerational cooperation. The Council will now seek a development partner/s, with whom to work to develop a scheme, which is both commercially viable and which delivers the maximum community benefit.
4	Date	24 <sup>th</sup> November 2016.

#### Stage 1: Initial Screening

5	What evidence is available to suggest that the proposed service/policy/function/criteria could have an adverse impact <b>on quality of life outcomes</b> (as listed at the end of this document) for people (both staff and customers) with protected characteristics? Document the source of evidence, (e.g. past experience, anecdotal, research including national or sectoral, results of engagement/consultation, monitoring data etc) and assess relevance of impact as: <b>Not relevant / Low / Medium / High.</b>
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Protected Characteristic		Not relevant		Low / Medium / High		Source of evidence that there is or is likely to be adverse impact	
		Cust	Staff	Cust	Staff	Customers	Staff
a	Race	X	X	n/a	n/a	n/a	n/a
b	Religion / spirituality / belief	X	X	n/a	n/a	n/a	n/a
c	Gender	X	X	n/a	n/a	n/a	n/a
d	Disability	X	X	n/a	n/a		
e	Sexual Orientation	X	X	n/a	n/a	n/a	n/a
f	Age			✓		Some young people will have to travel further to play; others will travel less far.	n/a
g	Pregnancy / maternity	X	X	n/a	n/a	n/a	n/a
h	Gender reassignment	X	X	n/a	n/a	n/a	n/a
i	Marriage and civil partnership	X	X	n/a	n/a	n/a	n/a
j	Carers of older and disabled people	X	X	n/a	n/a	n/a	n/a

If you assess the service/policy/function as **not relevant across ALL the characteristics**, please proceed to section 11. If you assess the service/policy/function as **relevant for ANY of the characteristics**, continue to Stage 2, Full Equality Impact Assessment.

## Stage 2: Full Equality Impact Assessment

6	Are there any concerns that the proposed or reviewed service/policy/function/ criteria may be discriminatory, or have an adverse impact on members of the public, customers or staff with protected characteristics? <b>If so record them here</b>	
a	Public/ customers	No. The only permitted users of the site are young football players and while some will have to travel further to play on the proposed new ground, other will travel less far.
b	Staff	n/a
<p>If there are <b>no concerns</b>, go to section 11.</p> <p>If <b>there are concerns</b>, go to section 7 and 8 amend service/policy/function/criteria to mitigate adverse impact, consider actions to eliminate adverse impact, or justify adverse impact.</p>		
7	Can the adverse impact be justified? E.g. in terms of community cohesion, other legislation, enforcement etc. <b>NB. Lack of financial resources alone is NOT justification!</b>	
n/a		
8	What changes will you make to the service/policy/function/criteria as result of information in parts 5&6 above?	
n/a		
9	What arrangements will you put in place to monitor impact of the proposed service/policy/function/criteria on individuals from the protected characteristics?	
n/a		
10	<b>List below actions you will take to address</b> any unjustified impact and promote equality of outcome (as listed at the end of this document) <b>for staff and other people with protected characteristics. Consider action for any procedures, services, training and projects related to the service/policy/function/criteria which have the potential to promote equality in outcomes.</b>	
	Action	Lead
	n/a	n/a
		When by?
		n/a

11	Date EIA completed	24 <sup>th</sup> November 2016
<p>Author: Roy Wallington  Position: Programme Director, Older Persons' Accommodation  Date: 24<sup>th</sup> November 2016</p>		
12	Signed off by	Martin Farran
<p><b>I am satisfied that this service/policy/function has been successfully equality impact assessed.</b></p> <p>Name: Martin Farran  Position: Director – Adult Social Care  Date: 24/11/2016</p>		