

Appendix 2: Initial Equalities Impact Assessment



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Form to be used for the Full Equalities Impact Assessment

Service Area:	CS	Section:	CS	Date of Initial assessment:		Key Person responsible for assessment:	Ian Brooke	Date assessment commenced:	1 st January 2016
Name of Policy to be assessed:			Lease for West Oxford Community Association						
None									
1. In what area are there concerns			Race		Disability			Age	
			None		None			None	

that the policy could have a differential impact	Gender None	Religion or Belief None	Sexual Orientation None
Other strategic/ equalities considerations	Safeguarding/ Welfare of Children and vulnerable adults None	Mental Wellbeing/ Community Resilience None	Marriage & Civil Partnership None
<p>2. Background:</p> <p>Give the background information to the policy and the perceived problems with the policy which are the reason for the Impact Assessment.</p>	<p>This impact assessment has been undertaken to consider the new lease for West Oxford Community Centre, the assessment follows on from the City Executive Report on leases in October 2015.</p> <p>The report is linked to the Community Centres Strategy which details our approach to community centres.</p> <p>No groups will be disadvantaged by the lease and we will monitor usage to make sure the centre is used in an inclusive way.</p>		
<p>3. Methodology and Sources of Data:</p> <p>The methods used to collect data and what sources of data</p>	<p>The lease is linked to the Community Centres Strategy (2016-2020). The strategy was developed using geographic and demographic analysis of community centres. This applied a 15 minute walk time catchment identified for each. The catchment is based on a judgement of how far Oxford residents can reasonably be expected to travel to access community centre provision. This has been overlain with ward boundaries, and the 2015 Index of Multiple Deprivation (IMD) ratings of each lower super output area (LSOA).</p>		
<p>4. Consultation</p> <p>This section should outline all the consultation that has taken place on the EIA. It should include the</p>	<p>Plan for Public Involvement</p> <p>In-depth negotiations have been undertaken with the Community Association in advance or agreeing this lease. The Association have a strong track record of providing varied and inclusive sessions and</p>		

<p>following.</p> <ul style="list-style-type: none"> • Why you carried out the consultation. • Details about how you went about it. • A summary of the replies you received from people you consulted. • An assessment of your proposed policy (or policy options) in the light of the responses you received. • A statement of what you plan to do next 	<p>activities.</p>
<p>5. Assessment of Impact:</p> <p>Provide details of the assessment of the policy on the six primary equality strands. There may have been other groups or individuals that you considered. Please also consider whether the policy, strategy or spending decisions could have an impact on safeguarding and / or the welfare of children and vulnerable adults</p>	<p>While it is not believed there will be any adverse impacts, the Community Centres Strategy details our approach and the measures we will use to mitigate this.</p>

<p>6. Consideration of Measures:</p> <p>This section should explain in detail all the consideration of alternative approaches/mitigation of adverse impact of the policy</p>	<p>As per the answer to question five.</p>
<p>6a. Monitoring Arrangements:</p> <p>Outline systems which will be put in place to monitor for adverse impact in the future and this should include all relevant timetables. In addition it could include a summary and assessment of your monitoring, making clear whether you found any evidence of discrimination.</p>	<p>As per the answer to question five.</p> <p>We will also encourage the Community Association to implement a quality assurance scheme and offer to conduct audits.</p>
<p>7. 12. Date reported and signed off by City Executive Board:</p>	<p>April 2016</p>
<p>8. Conclusions:</p> <p>What are your conclusions drawn from the results in terms of the policy impact</p>	<p>There are unlikely to be any negative impacts from this new lease and proportionate arrangement are being implemented to support the Association to maximise the potential from the centre.</p>

9. Are there implications for the Service Plans?	YES	NO	10. Date the Service Plans will be updated	April 2016	11. Date copy sent to Equalities Officer in HR & Facilities	March 2016
13. Date reported to Scrutiny and Executive Board:	N/A	N/A	14. Date reported to City Executive Board:	April 2016	12. The date the report on EqlA will be published	April 2016

Signed (completing officer) Ian Brooke – Head of Service

Signed (Lead Officer) Ian Brooke – Head of Service

Please list the team members and service areas that were involved in this process:

Communities and Neighbourhoods Manager, Community Services

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