

Appendix A: Equality Impact Assessment

Name of project, policy, function, service or proposal being assessed:	Proposed Asset Transfer of Haywood Road Community Centre to Haywood Road Community Association						
The main objective of the Asset Transfer proposal	To agree a long-term lease for Haywood Road Community Centre that supports the future sustainability of the Centre as a local community hub.						
Please use only 'Yes' where applicable				Negative	Positive	Neutral	Comments
<u>Gender</u>	External		Yes			Haywood Road Community Association has adopted an Equalities Policy and a Statement of Values that demonstrates an inclusive approach to offering appropriate and accessible services to a range of ethnicities, religious beliefs, sexual and gender orientation.	
	Internal				Yes		
<u>Gender Reassignment</u>	External				Yes		
	Internal				Yes		
<u>Age</u>	External		Yes			Both older and younger people will benefit from enhanced services as a result of the proposal.	

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					Existing long-standing users will continue, such as the Arts Group and Circle Dance that offer opportunities for older residents and the Haywood Road Pre-school has now extended its hours enhancing community early years' provision in the local area. The Centre also encourages bookings for family and children's parties and events.
	Internal			Yes	
<u>Marriage and civil partnership</u>	External		Yes		Enhanced potential for family events and parties, including wedding receptions.
	Internal			Yes	
<u>Disability</u>	External		Yes		Haywood Road Community Association has a robust Equalities policy and intends to make positive adaptations to the building to enable a wider range of groups and activities for all abilities.

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	Internal			Yes	
<u>Race & Ethnicity</u>	External		Yes		Haywood Road Community Association has adopted an Equalities Policy and a Statement of Values that demonstrates an inclusive approach to offering appropriate and accessible services to a range of ethnicities, religious beliefs, sexual and gender orientation.
	Internal			Yes	
<u>Sexual Orientation</u>	External		Yes		Haywood Road Community Association has adopted an Equalities Policy and a Statement of Values that demonstrates an inclusive approach to offering appropriate and accessible services to a range of ethnicities, religious beliefs, sexual and gender orientation.
	Internal			Yes	
<u>Religion or Belief (or no Belief)</u>	External		Yes		Haywood Road Community Association has adopted an Equalities Policy and a

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					Statement of Values that demonstrates an inclusive approach to offering appropriate and accessible services to a range of ethnicities, religious beliefs, sexual and gender orientation.
	Internal			Yes	
<u>Pregnancy & Maternity</u>	External		Yes		HRCA has agreed to extend the operational hours of the long standing user Haywood Road pre-school. This is the only Pre-school provision in the local vicinity.
	Internal			Yes	
<p>Other Groups (e.g. any other vulnerable groups, rural isolation, deprived areas, low income staff etc.)</p> <p>Please state the group/s:</p> <p>Existing user groups Low income groups Those with a health condition</p>	External		Yes		<p>Haywood Road Community Association business plan sets out a commitment to retaining all existing user organisations and providing an enhanced, flexible use facility.</p> <p>The room hire rates of the centre are very competitive and therefore accessible to low income groups.</p>

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					The organisation's Statement of Values challenge oppression of and encourage participation from the broad range of protected characteristics.
Authorisation and Review					
Completing Officer				Lance Juby	Yes
Authorising Director				Helen Barrington	
Date				09/09/19	
Review date (if applicable)				No	
any groups?					
Is there an opportunity to mitigate or alleviate any such impacts?				No	
Are there any gaps in information available (e.g. evidence) so that a complete assessment of different impacts is not possible?				No	
In response to the information provided above please provide a set of proposed action including any consultation that is going to be carried out:					
Planned Actions	Timeframe	Success Measure	Responsible Officer		
None					