



## EQUALITY IMPACT NEEDS ASSESSMENT

Policy/Service/Procedure to be assessed		Draft Community Asset Transfer Policy	
Assessment completed by:		Lance Juby	
Aims/objectives of the Policy/Service/Procedure			
<ul style="list-style-type: none"><li>• To identify the process and tools that will enable the successful delivery of a future asset transfer programme.</li><li>• To recognise the capacity needs of local groups wishing to take on local authority assets.</li><li>• To ensure a thorough risk assessment of asset transfer is undertaken.</li><li>• To define the legal form a transfer agreement would take.</li></ul>			
Key Performance Indicator		Current Performance	Target
n/a			
Who are the customers and stakeholders of this service?			
Communities across the whole of the Borough who may wish to access community facilities in the Borough in the future. Current users of the Council’s community buildings, playing fields, pavilions and land.			
Detail below what information you already have about the impact this policy/service/procedure has on the following groups including results from consultation, complaints, census:			
Black and minority ethnic people	Increased proportion of 'Black and Minority Ethnic' group in Gedling (including those people defined as 'White Other') <ul style="list-style-type: none"><li>○ 2001 - 5.2%</li><li>○ 2011 - 8.9%</li></ul>		

	<p><b>Most ethnically diverse ward – Carlton</b> with 16% of its population from various ethnic groups – it is the fourteenth most ethnically diverse ward in all Nottinghamshire. Asian British; Pakistani make up the largest proportion at 4.6% (116 individuals).</p> <p><b>Carlton Hill</b> has the highest number of Black/African/Caribbean/Black British residents in the County (outside Nottingham City) and is the fifteenth most ethnically diverse ward in Nottinghamshire</p> <p>The Council's community facilities are available to hire for all BME groups. The Gedling African Caribbean Elders are a regular booking at the Brickyard Community Centre in Carlton Hill.</p>
<b>Men/women and trans</b>	<p>Bookings and activities relating to specific genders current exist for community centres and playing pitches, e.g. female and male football teams, WI at Pond Hills Lane Community Centre.</p> <p>We are not aware of any use of our facilities for individuals who are transgender or groups that represent this community. However the facilities are currently available for this community to hire.</p>
<b>Pregnant Women</b>	<p>Zumbini sessions run at the Brickyard and Pond Hills Lane Community Centre. SureStart services operate from the Brickyard Community Centre and Killisick Community Centre.</p>
<b>Disabled people</b>	<p><b>Long term limiting illnesses where day to day activities are slightly limited higher in 2011 than 2001</b></p> <p><b>Borough level at 19.3% is significantly worse than England level of 17.6%</b></p> <ul style="list-style-type: none"> <li>• Limited a lot Highest ward Bestwood Village 14.9% Borough level 8.8%</li> <li>• Limited a little Highest ward Killisick 12% Borough level 10.5%</li> </ul> <p><b>Health</b></p> <ul style="list-style-type: none"> <li>• Very bad health Highest ward Killisick 1.5% Borough level 1.2%</li> <li>• Bad health Highest ward Killisick 5.9% Borough level 4.1%</li> </ul> <p>Any maintenance of buildings is compliant with the needs of the Disability Discrimination Act.</p> <p>Debs4Coffee group for children with disabilities, Age UK, Juggle Diabetes and U3A Sign Language hire Pond Hills Lane Community Centre.</p> <p>Everyone Health Obesity and Weight Management Sessions operate at Killisick and Pond Hills Lane Community Centre.</p>

<b>Gay/Lesbian/bisexual People</b>	We are not aware of any specific groups at currently using our community facilities. However the facilities are currently available for this community to hire.
<b>People from different faiths</b>	<p><b>Gedling's breakdown of religions in 2011 – 57.1% Christian, 32.7% No religion, 1.4% Muslim.</b></p> <p>Many Christian groups use the community centres for regular sessions. The community centres are also used for wedding celebrations for different religions. Zion Intermissionary Church operates sessions at Pond Hills Lane Community Centre.</p>
<b>People of different ages</b>	<p><b>Gedling has an increasingly ageing population, fewer 5-44 year olds</b></p> <p><b>Decreasing 5-44 year olds</b> 20% fewer than 2001 in 2011  <b>Increasing over 60 population</b> 25.26% of total population (28,700 people)  18.51% people aged 65 and over  5.2% people aged over 80 (5,700 people)</p> <p>Community buildings and bowling green's cater for a broad range of older persons groups - Autumn Club at Killisick and Age UK, Gedling Senior Citizens, Mature Movers, U3a groups, Tea and Social Dances, Swing into shape, Indoor Bowls at Arnold Hill Community, bowls club on bowling greens and Pond Hills Lane Arts Centre.</p> <p>Many children and young people groups – dance groups, pre-schools, childminders, SureStart, Rattle and Rhyme, Play Forum, Brickyard Youth Club, sports clubs at recreation grounds and Pond Hills Lane Arts Centre. The Council currently operates a Safeguarding Policy for all under 18s bookings who meet once a week or 4/5 times a month at Community Centres.</p>

How will this policy/service/procedure impact on the following groups:		
	Positive impact	Negative impact
<b>Different racial groups</b>	Continued accessibility of community facilities post asset transfer	Community organisations fail to comply with equality and diversity expectations when running a community facility resulting in community facilities not being available to this group.
<b>Men/women and trans</b>	Continued accessibility of community facilities post asset transfer	Community organisations fail to comply with equality and diversity expectations when running a community facility resulting in community facilities not being available to this group.
<b>Pregnant Women</b>	Continued accessibility of community facilities post asset transfer	Community organisations fail to comply with equality and diversity expectations when running a community facility resulting in community facilities not being available to this group.
<b>Disabled people</b>	Continued accessibility of community facilities post asset transfer	Community organisations do not comply with the requirements of DDA. Community organisations fail to comply with equality and diversity expectations when running a community facility resulting in community facilities not being available to this group.
<b>Gay/Lesbian/bi-sexual people</b>	Continued accessibility of community facilities post asset transfer	Community organisations fail to comply with equality and diversity expectations when running a community facility resulting in community facilities not being available to this group.
<b>People from different faiths</b>	Continued accessibility of community facilities post asset transfer	Community organisations fail to comply with equality and diversity expectations when running a community facility resulting in community facilities not being available to this group.
<b>People of different ages</b>	Continued accessibility of community facilities post asset transfer	Community organisations fail to comply with equality and diversity expectations when running a community facility resulting in community facilities not being available to this group.

**What changes could be made to the policy/service/procedure to address any negative impacts?**

**The draft policy includes the following principle:**

**1. Meeting Community Need**

The transfer of an asset must be in the best interests of the community and contribute to the aims and priorities of the Council. This includes ensuring an asset remains accessible to the community, in particular for those with the protected characteristics defined by the Equality Act.

**What monitoring will be carried out to ensure this policy/service/procedure meets diverse needs**

- The eligibility criteria for community organisations taking on Council assets, includes an assessment whether the organisation adheres to equality and diversity principles.
- The Council will conduct an Equality Impact Assessment of any proposed transfer of a facility.

**What actions will be included in your service plan arising from this assessment?**

<b>Action</b>	<b>Outcome</b>	<b>Date?</b>	<b>Who?</b>
An equality impact assessment conducted for any proposed transfer of a facility	Manage the potential on any adverse impact on any protected characteristic.	<b>As and when required</b>	<b>tbc</b>
Community Transfer Policy has commitment to ensuring those with protected characteristics have continued accessibility to community facilities.	Community Asset Transfer process assesses equality and diversity need of the local community.	<b>1<sup>st</sup> July 2015</b>	<b>Lance Juby</b>

**Are you satisfied that all aspects of this policy/service/procedure have been thoroughly assessed for all the strands of diversity and that no further investigation is required?**      **Y**  
**If no then a fuller impact assessment is required.**

**Signed: Lance Juby, Service Manager – Community Relations, 1<sup>st</sup> July 2015**