

Equality Impact Assessment Template

Before carrying out an Equalities Impact Assessment (EIA), you should familiarise yourself with the [guidance](#). This document should be in **plain English**, include **Stakeholder** involvement and be able to stand up to **scrutiny** (local and/or court) if/when challenged to ensure we have met the councils public sector equality duty.

An Equality Impact Assessment (EIA) should be completed when you are considering:

- developing, reviewing or removing policies
- developing, reviewing or removing strategies
- developing, reviewing or removing services
- developing, reviewing or removing a council function/system
- commencing any project/programme

Assessor(s) Name and job title:	
Andrea Jenkins, Senior Estates Surveyor	
Directorate and Team/School Name:	
Corporate Services - Property Services	
Name, aim, objective and expected outcome of the programme/ activity:	
<p>Name: Acquisition of Land at Pyle Street, Newport</p> <p>Aim: To obtain formal approval to acquire a derelict site in Newport town centre from Homes England, which is an important regeneration opportunity.</p> <p>Objective: To purchase a derelict site for housing and successfully be awarded £409,360 Brownfield Land Release Fund (BLRF) grant to enable this.</p> <p>Expected outcome: To purchase a derelict site, prepare it for redevelopment, and possibly sell it for housing.</p>	
	Reason for Equality Impact Assessment (tick as appropriate)
This is a new policy/strategy/service/system function proposal	
This is a proposal for a change to a policy/strategy/service/system function proposal function (<i>check whether the original decision was equality impact assessed</i>)	
Removal of a policy/strategy/service/system function proposal	
Commencing any project/programme	Yes

Equality and Diversity considerations

Describe the ways in which the groups below may be impacted by your activity (prior to mitigation). The impact may be negative, positive or no impact.

Protected Characteristic	Negative, positive or no impact (before mitigation/intervention) and why?	Does the proposal have the potential to cause unlawful discrimination (is it possible that the proposal may exclude/restrict this group from obtaining services or limit their participation in any aspect of public life?)	How will you advance the equality of opportunity and to foster good relations between people who share a protected characteristic and people who do not.	What concerns have been raised to date during consultation (or early discussions) and what action taken to date?	What evidence, analysis or data has been used to substantiate your answer?	Are there any gaps in evidence to properly assess the impact? How will this be addressed?	How will you make communication accessible for this group?	What adjustments have been put in place to reduce/advance the inequality? (Where it cannot be diminished, can this be legally justified?)
Age (restrictions/difficulties both younger/older)	Positive – it is hoped that purchasing the site will enable the delivery of lower cost market, which is more accessible to young people, and in addition 35% will be Affordable housing, to satisfy planning policy. In addition, redeveloping the site and the long-term management and maintenance of the development will all create jobs,	No	N/A – purchasing a derelict site	None – have actually received support from local members	All Newport elected members have been emailed for comments.	Yes - Newport Town Council could choose to debate it at town council meeting. But all Town Councillors have been emailed	Email	N/A

trans and non-binary people?)								
Sexual orientation (is your language inclusive of LGB groups?)	N/A - see above.	See above	See above	See above	See above	See above	See above	See above
Pregnancy and maternity	N/A- see above.	See above	See above	See above	See above	See above	See above	See above
Marriage and Civil Partnership	N/A - see above.	See above	See above	See above	See above	See above	See above	See above
Gender reassignment	N/A - see above.	See above	See above	See above	See above	See above	See above	See above

H. Review

How are you engaging people with a wide range of protected characteristics in the development, review and/or monitoring of the programme/ activity?

N/A – the project is simply to purchase a derelict site and prepare it for redevelopment, and then possibly sell it for housing.

Date of next review: 1st October 2024

H. Sign-off

Head of Service/Director/Headteacher sign off & date:

Name: Graeme Haigh



Sharon Betts
Strategic Director of Corporate Services
18 March 2024

Legal sign off & date:

Name:

A handwritten signature in black ink that reads "Danielle Harris". The signature is written in a cursive style with a large, stylized initial 'D'.

Danielle Harris

Date: 18/03/2024