

# EQUALITY IMPACT ASSESSMENT

Corporate Estate – Condition Surveys



**STAGE I: What is being assessed and by whom?**

What is being assessed - including a brief description of aims and objectives?

**Current Situation**

Lack of condition surveys for the corporate estate

The risks presented by this are:

The council is unaware of its backlog maintenance position

General condition ratings of buildings are out of date

Maintenance is not being prioritised based on condition meaning funding is not targeted

Decisions are not being made on whether to keep or released a building based on its condition score

Issues identified in condition surveys are not given a high enough priority and eventually deteriorate into bigger issues requiring capital expenditure with a high level of borrowing currently owed by the Facilities Management team

Lack of information and high costs of maintaining unoccupied buildings

**Proposal**

Procure fast programme of condition surveys to be completed on corporate estate

Condition surveys will provide:

	<p>Data of significant maintenance issues and associated budget costs</p> <p>Priority rating for the above</p> <p>An overall condition rating for the property</p> <p>Allow decisions to be made on what to retain and what to find other use for (see non-financial benefit section)</p> <p>Allow a long term maintenance plan to be developed as part of a wider asset management plan. This will allow targeted maintenance plans for the high priority buildings (in terms of condition and use I.E Ballard House, Council House)</p> <p>Allow identification of assets suitable for 'Community Asset Transfer'</p> <ul style="list-style-type: none"> <li>•</li> </ul>
Responsible Officer	Ralph Bint, Facilities Manager (Hard Services)
Department and Service	Facilities Management, Finance
Date of Assessment	22/02/2021

<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
Age	<p>The 2011 Census data % of Population is: -</p> <p>0-4 years – 6%</p> <p>5-9 years - 5%</p> <p>10-14 - 5%</p> <p>15-19 - 7%</p> <p>20-24 - 10%</p> <p>25-29 - 7%</p> <p>30-34 - 6%</p> <p>35-39 - 6%</p> <p>40-44 - 7%</p> <p>45-49 - 7%</p> <p>50-54 - 6%</p> <p>55-59 - 5%</p> <p>60-64 - 6%</p> <p>65-69 - 5%</p> <p>70-74 - 4%</p> <p>75-79 - 3%</p> <p>80-84 - 2%</p> <p>85+ - 3%</p>	No adverse impacts are anticipated.	There are no specific actions necessary for the project based upon the age profile of our customers.	Ralph Bint Facilities Manager March 2021 through December 2021
Disability	<p>30,000 people in Plymouth will have some form of Mental Health issue.</p> <p>0.8% (2118) of those registered with a GP are listed on the mental health register.</p> <p>A total of 31,164 people declared themselves as having a</p>	No adverse impacts are anticipated.	Monitor and review as necessary and appropriate	Ralph Bint Facilities Manager March 2021 through December 2021

	<p>long-term health problem or disability in the 2011 Census.</p> <p>1,224 adults currently registered with a GP in Plymouth have some form of a Learning Disability.</p>			
Faith, Religion or Belief	<p>Data shows that 32.9% of the Plymouth population stated they had no religion.</p> <p>Hindu, Buddhist, Jewish and Sikh combined totalled less than 1%.</p> <p>0.5% of the population had a current religion that was not Christian, Islam, Buddhism, Hinduism, Judaism, or Sikh such as Paganism or Spiritualism.</p>	No adverse impacts are anticipated.	Monitor and review as necessary and appropriate	<p>Ralph Bint</p> <p>Facilities Manager</p> <p>March 2021 through December 2021</p>
Gender - including marriage, pregnancy and maternity	<p>Citywide data shows that overall 50.6% of our population are women; this reflects the national figure of 50.8%.</p>	No adverse impacts are anticipated.	Monitor and review as necessary and appropriate	<p>Ralph Bint</p> <p>Facilities Manager</p> <p>March 2021 through December 2021</p>
Gender Reassignment	<p>National figures (ONS 2013) indicate that up to 10,000 people have gone through this process, with 23 known cases in Plymouth.</p>	No adverse impacts are anticipated.	Monitor and review as necessary and appropriate	<p>Ralph Bint</p> <p>Facilities Manager</p> <p>March 2021 through December 2021</p>
Race	<p>92.9% of Plymouth's population is White British</p> <p>7.1% are Black and Minority Ethnic (BME) with White Other (2.7%), Chinese (0.5%) and</p>	No adverse impacts are anticipated.	Monitor and review as necessary and appropriate	<p>Ralph Bint</p> <p>Facilities Manager</p> <p>March 2021 through December 2021</p>

	<p>Other Asian (0.5%) the most common.</p> <p>The Council has 4.1% BME employees across its workforce.</p> <p>We have a rapidly rising BME population which has doubled since the 2001 census.</p>			
Sexual Orientation -including Civil Partnership	<p>There is no precise local data on numbers of Lesbian, Gay and Bisexual (LGB) people in Plymouth, but it is nationally estimated at between 5 – 7%. This would mean that approx. 12,500 people aged over 16 in Plymouth are LGB.</p>	No adverse impacts anticipated.	Monitor and review as necessary and appropriate	<p>Ralph Bint Facilities Manager March 2021 through December 2021</p>

STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken		
Local Priorities	Implications	Timescale and who is responsible?
Reduce the inequality gap, particularly in health between communities.	Not at this stage	
Good relations between different communities (community cohesion).	Not at this stage	
Human Rights	Not at this stage	

STAGE 5: Publication			
Director, Assistant Director/Head of Service approving EIA.	Kim Brown Service Director HR and OD	Date	28/04/21