

# EQUALITY IMPACT ASSESSMENT

Purchase of a freehold interest of a currently leased-in building in Plymouth



## STAGE 1: WHAT IS BEING ASSESSED AND BY WHOM?

<b>What is being assessed - including a brief description of aims and objectives?</b>	Purchase of a freehold interest for a long-term and secure solution for the Council's storage and management of corporate records, libraries storage requirements and as a base for other Council services as necessary.
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<b>Department and service</b>	Transformation, Customer & Corporate Services
<b>Date of assessment</b>	6 October 2021

## STAGE 2: EVIDENCE AND IMPACT

<b>Protected characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact</b> See <a href="#">guidance</a> on how to make judgement	<b>Actions</b>	<b>Timescale and who is responsible</b>
<b>Age</b>	The project will affect some Plymouth City Council staff and partner organisation staff of working age i.e. between 16-67	None. New facilities provided will match existing facilities as a minimum.		
<b>Disability</b>	The City Council's HR policies are compliant with the Equalities Act in terms of ensuring that its corporate office buildings are accessible and that reasonable adjustments can be made for individual requirements	None	Project Manager to ensure that all alternative future office locations for staff are compliant in terms of accessibility	November 2022 – Project Manager

<b>Religion or belief</b>	The change of office location for some staff will not have any impact on faith/religion or belief	None		
<b>Sex - including marriage, pregnancy and maternity</b>	The change of office location for some staff will not have any impact on sex	None		
<b>Gender reassignment</b>	The change of office location for some staff will not have any impact on gender reassignment	None		
<b>Race</b>	The change of office location for some staff will not have any impact on race	None		
<b>Sexual orientation - including civil partnership</b>	The change of office location for some staff will not have any impact on sexual orientation	None		

**STAGE 3: ARE THERE ANY IMPLICATIONS FOR THE FOLLOWING? IF SO, PLEASE RECORD ACTIONS TO BE TAKEN**

<b>Local priorities</b>	<b>Implications</b>	<b>Timescale and who is responsible</b>
<b>Celebrate diversity and ensure that Plymouth is a welcoming city.</b>	No implications	
<b>Pay equality for women, and staff with disabilities in our workforce.</b>	No implications	
<b>Supporting our workforce through the implementation of Our People Strategy 2020 – 2024</b>	Improved storage and management arrangements for corporate records	November 2022 - Senior Responsible Officer
<b>Supporting victims of hate crime so they feel confident to report incidents, and working with, and</b>	No implications	

<b>through our partner organisations to achieve positive outcomes.</b>		
<b>Plymouth is a city where people from different backgrounds get along well.</b>	No implications	
<b>Human rights</b> Please refer to <a href="#">guidance</a>	No implications	

**STAGE 4: PUBLICATION**

Responsible Officer Andy Ralphs, Strategic Director of Customer & Corporate Services

Date 2/12/21

Strategic Director, Service Director or Head of Service