



**Welwyn Hatfield Borough Council
Equality Impact Assessment (EqIA)**

Assessment completed by: Chris Carter, Interim Development Management Service Manager

Name of policy/project/service to be assessed	Welwyn Garden City Estate Management Scheme Review		
At what stage of consultation has this EqIA been prepared?	Pre-consultation	<input checked="" type="checkbox"/>	
	Post consultation	<input checked="" type="checkbox"/>	
	No consultation required	<input type="checkbox"/>	
	One consultation has already been undertaken, with a further consultation proposed.		
Method of analysis undertaken and dates	Manager – desktop screening	<input checked="" type="checkbox"/>	Date: 20/10/2017
	Employee Forum	<input type="checkbox"/>	Date:
	Stakeholder review	<input type="checkbox"/>	Date:
Who does the policy or service affect?	Customers (public)	<input checked="" type="checkbox"/>	
	Internal (staff/members)	<input type="checkbox"/>	
	External (partners/contractors/agencies/etc)	<input type="checkbox"/>	
	Other	<input type="checkbox"/>	
What are the aims/objectives/purpose or outcome or intended effects of the policy, project or service?	To address the challenges of the EMS and to ensure that it is administered in the best interests of the town in as fair and equitable way as possible. It is proposed that this is achieved by means of the creation of an EMS team and the introduction of application fees.		
What equality data is available relating to the use or implementation of the policy, project or service?	Officers do not have any equality data which relates to the EMS. There is scope for the consultants appointed to prepare the design guide to raise disability issues as part of their engagement with residents and community groups.		
What consultation has taken place in the development or review of the policy, project or service?	There has been one round of public consultation in 2016. Agreement to a further public consultation is sought.		

Does the policy have a positive or negative impact on any of the protected characteristic groups covered by the Equality Act 2010?

	Positive Yes/No	Negative Yes/No	Neutral Yes/No	Evidence & Comments
Age			Yes	It will be applicable to all residents/occupiers in the EMS area.
Disability			Yes	It will apply to properties that may be occupied by residents with a disability. The proposed design guide may contain advice on specialist property adaptations such as ramps and railings.
Ethnicity			Yes	
Gender re-assignment			Yes	
Marriage/Civil partnership			Yes	
Pregnancy & maternity			Yes	
Religion or belief			Yes	
Sex			Yes	
Sexual orientation			Yes	

Equality Impact Assessment outcome:

Low risk

Medium risk

High risk

Any other comments:

For Equality & Diversity Steering Group use only:

Comments: