

## Equality Impact Assessment Initial Screening Tool with Guidance

This document has been produced to help you assess the likelihood of impacts on equality groups – including where people are represented in more than one strand – with regard to your new or proposed policy, strategy, function, project or activity. It has been designed to complement the e-learning tool for Equalities Impact Assessments and to help with your business planning process, as well as to ensure that your policy/project does not incur a delay due to lack of equalities consideration.

### Initial Screening Equality Impact Assessment Tool

<b>Section 01</b>	<b>Details of Initial Equalities Impact Screening Assessment</b>			
<b>Financial Year and Quarter</b>	2010/11, Q4			
<b>Name of policy, strategy, function, project, activity, or programme</b>	Title of EIA: Potential disposal of 34 Fulham Palace Road, London Short summary: 34 Fulham Palace Road is owned Freehold by the council and is currently occupied by two trade unions, GMB and Unite.			
<b>Q1 What are you looking to achieve?</b>	Aims: To release 34 Fulham Palace Road for disposal after being considered surplus to LBHF requirements, following the relocation of GMB and Unite, thus potentially further reducing the council deficit and enabling resources allocated to the council to be used to benefit residents.			
<b>Q2 Who in the main will benefit?</b>	Consider the impact across the six strands, including where people or groups are represented in more than one strand. Use this to determine whether your policy, strategy, function, project, activity, or programme, or programme is positive, neutral or negative, and of high, medium, or low relevance to equality. (Refer to guidance)			
	Race	Neu tral	L	<ul style="list-style-type: none"> <li>▪ The council does not operate services from this building that is specific to religion therefore the proposals will have a neutral impact on race.</li> </ul>
	Disability	Neu tral	L	<ul style="list-style-type: none"> <li>▪ The council does not operate services from this building that is specific to religion therefore the proposals will have a neutral impact on disability.</li> </ul>

	Gender	Neu tral	L	<ul style="list-style-type: none"> <li>▪ The council does not operate services from this building that is specific to religion therefore the proposals will have a neutral impact on gender.</li> </ul>
	Age	Neu tral	L	<ul style="list-style-type: none"> <li>• The council does not operate services from this building that is specific to religion therefore the proposals will have a neutral impact on age</li> </ul>
	Sexual Orientatio n	Neu tral	L	<ul style="list-style-type: none"> <li>▪ The council does not operate services from this building that is specific to religion therefore the proposals will have a neutral impact on sexual orientation.</li> </ul>
	Religion/b elief (including non- belief)	Neu tral	L	<ul style="list-style-type: none"> <li>• The council does not operate services from this building that is specific to religion therefore the proposals will have a neutral impact on Religion.</li> </ul>
<p>Will it affect Human Rights, as defined by the Human Rights Act 1998?</p> <p>NO</p>				
<p><b>Q3</b> Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?</p>	<p>N/A</p> <p>From this proposal given that there is no service being provided by the council and discussions are being held with the occupiers to relocate, there is a neutral impact across all strands of the equality framework.</p>			
<p><b>Q4</b> Does the policy, strategy, function, project, activity, or programme actually or potentially contribute to or hinder equality of opportunity, and/or adversely impact human rights?</p>	<p>No</p>			