

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

Section 01	Details of Initial Equalities Impact Screening Assessment			
Financial Year and Quarter	2010/11, Q4			
Name of policy, strategy, function, project, activity, or programme	Title of EIA: Potential disposal of Fulham Cemetery Lodge, Fulham Palace Road, London Short summary: The council owns the freehold of this building and is being occupied by Parking Services who are due to move vacate the building once their identified alternative accommodation, in the Clem Attlee Estate has its layout altered and is refurbished. The Lodge will therefore be vacant and is considered surplus to requirements.			
Q1 What are you looking to achieve?	Aims: To release Fulham Cemetery Lodge for disposal after being considered surplus to LBHF requirements, thus potentially further reducing the council deficit and enabling resources allocated to the council to be used to benefit residents.			
Q2 Who in the main will benefit?	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"> ▪ The council does not operate services from this building that are specific to any group; therefore the proposals will have a neutral impact on race. ▪
	Disability	Neu tral	L	<ul style="list-style-type: none"> ▪ The council does not operate services from this building that are specific to any group; therefore the proposals will have a neutral impact on disability.

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