

EQUALITY IMPACT ASSESSMENT

Reduction in CAB premises (and delivery of associated savings). 'CAB' being the acronym for Council Administered Buildings.

Reference: EIA000309

Date: 26/01/2024



EIA Form – About your EIA

Reference number	EIA000309
Date Submitted	26/01/2024
Subject of the EIA	Reduction in CAB premises (and delivery of associated savings). 'CAB' being the acronym for Council Administered Buildings.
Brief description of the policy, service or function covered by the EIA	This activity relates to the re-profiling of the Council's accommodation profile in respect of providing administrative buildings and general purpose office and meeting spaces. This proposal specifically relates to a reduction in the number of buildings that make up the CAB Estate. It is proposed that subject to relocation of the functions, the land and buildings that become surplus as a result of this exercise will be sold.
Equality Assessment is in support of...	["New strategy", "Amended function"]
How frequently will you review impact and mitigation measures identified in this EIA?	Annually
Due date of the first review	2025-01-17

Directorate, Division & Service Area

Which directorate(s) are responsible for this EIA?	["Places, Prosperity and Sustainability"]
Division	Property & Investment
Service area	Corporate Landlord
Budget Saving	Yes

Officers

Responsible Officer	David Harris
Accountable Officer	Philip Nell

Data Sources

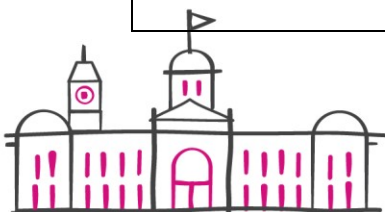
Data sources	["Relevant reports/strategies", "specific data set: building usage"]
Data source details	Usage data in relation to building user visits and nature of use relative to the in scope CAB assets is collated and recorded on a monthly basis. Building User data can be provided on request.



Protected Characteristics

Protected Characteristic – Age	
Does this proposal impact people due to their age as per the Equality Act 2010?	Yes
What age groups are impacted by your proposal?	["0-9 years", "10-19 years", "20-29 years", "40-49 years", "30-39 years", "50-59 years", "60-69 years", "70-79 years", "80-89 years", "90 years or over"]
Please describe the impact to the age characteristic	Due to the changes proposed to the CAB footprint it is possible that certain age groups could find it more difficult to access the assets proposed for retention and optimisation (as opposed to the assets identified for disposal) and indeed the CAB asset base and the specific buildings it consists of can vary in terms of the age characteristics of the building users
How will you mitigate against any negative impact to the age characteristic?	As part of the selection and consideration exercise to understand the suitability of the proposed new CAB asset profile and footprint, the ability for all colleagues and visitors to access the retained buildings was a key criteria. As such the location and accessibility of the buildings to take most of the strain e.g. The Council House, The Council House Extension and meeting space in the Library of Birmingham are well served by public transport and City Centre car parking provision. Where accessibility to these buildings or areas of these buildings is compromised we are putting mitigations in place to address these issues or make reasonable adjustments to mitigate them, this activity being planned in advance of the closure and disposal of potentially surplus assets.

Protected Characteristic – Disability	
Does this proposal impact those people with a disability as per the Equality Act 2010?	Yes
Please describe the impact to the disability characteristic	If the transition to the new CAB footprint is not managed effectively there is a risk that accessibility of our buildings to colleagues and visitors may be detrimentally impacted however using the mechanisms set out below it is intended to ensure that the assets identified for the relocation of services and functions are improved or adapted to make them capable of accommodating this demand. It is essential that the transition is phased and any interim arrangements are acceptable, this will be a central part of the stakeholder engagement process associated with the proposals.



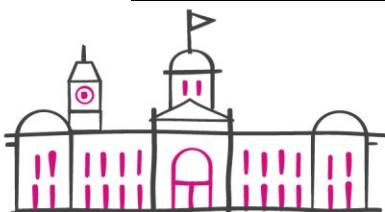
<p>How will you mitigate against any negative impact to the disability characteristic?</p>	<p>A matrix management approach is being adopted to mitigate against any associated risks around moving services and building users to spaces that could be considered less accessible when compared to some of the buildings now identified for fairly immediate vacation and disposal (on account of their underutilisation and the need to generate revenue efficiencies and capital receipts). This approach includes: refreshing intelligence held in respect of building users with specific requirements; consultation with this user group (and TUs); providing options in terms of re-provision or alternative ways of working (both digital and physical); and finally investing in the retained portfolio of buildings (specifically the Council House) to make reasonable adjustments - to ensure it is more accessible and user-friendly for the interim period. This is until the long term asset solution for the Council's administrative accommodation need is more fully defined.</p> <p>A communications and stakeholder engagement plan is being produced in draft. David Harris (AD for Corporate Landlord) is in communication with CLT and Katy Fox, in respect of ensuring meaningful consultation takes place with colleagues (more specifically around the introduction of a 'booking' system, and the culture of sharing space and working in an agile way), as well as with trade unions (as appropriate).</p>
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Protected Characteristic – Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	No
What sexes will be impacted by this proposal?	N/A
Please describe the impact to the sex characteristic	N/A
How will you mitigate against any negative impact to the sex characteristic?	N/A

Protected Characteristic - Gender Reassignment

Does this proposal impact people who are proposing to undergo, undergoing or have undergone a process to reassign one's sex as per the Equality Act 2010?	No
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Please describe the impact to the gender reassignment characteristic	N/A
How will you mitigate against any negative impact to the gender reassignment characteristic?	N/A

Protected Characteristic - Marriage and Civil Partnership

Does this proposal impact people who are married or in a civil partnership as per the Equality Act 2010?	No
What legal marital or registered civil partnership status will be impacted by this proposal?	N/A
Please describe the impact to the marriage and civil partnership characteristic	N/A
How will you mitigate against any negative impact to the marriage and civil partnership characteristic?	N/A

Protected Characteristic - Pregnancy and Maternity

Does this proposal impact people covered by the Equality Act 2010 under the protected characteristic of pregnancy and maternity?	Yes
Please describe the impact to the pregnancy and maternity characteristic	It is accepted that some of the risks associated with accessibility of the buildings being retained and access to the facilities in those buildings proposed for closure and vacation will also apply to this protected characteristic i.e. potential mobility issues and as such it is recognised that the proposals for the revised CAB asset profile must ensure that the quality of accommodation and facilities provided currently is maintained and therefore buildings users will not experience any noticeable impact.



How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	Current facilities and working conditions in Woodcock Street, and other assets identified for disposal, will be replicated and re-provided in the proposed 'interim' CAB solution. This will entail making enhanced use of the Council House to provide the majority of the replacement capacity. Improvements will be made to facilities in the Council House and other retained access, to ensure there is no impact on the quality of provision or working conditions -including those conditions for specific individuals or groups.
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Protected Characteristic - Ethnicity and Race

Does this proposal impact people due to their race as per the Equality Act 2010?	No
What ethnic groups would be impacted by this proposal?	N/A
Please describe the impact to the ethnicity and race characteristic	N/A
How will you mitigate against any negative impact to the ethnicity and race characteristic?	N/A

Protected Characteristic - Religion or Beliefs

Does this proposal impact people's religion or beliefs as per the Equality Act 2010?	Yes
What religions could be impacted by this proposal?	["No religion"]
Please describe the impact to the religion or beliefs characteristic	There is a risk that if not addressed the multi faith room at the Council House could be considered to be of a lesser quality that the provision currently available in Woodcock Street.
How will you mitigate against any negative impact to the religion or beliefs characteristic?	In parallel to this proposal work, plans are already in place (pending spend board approval) to improve the prayer room facilities in the Council House. Ostensibly, all facilities offered in Woodcock Street, or elsewhere, to accommodate this characteristic are already available in Council House. There will be no loss of functionality - if anything, the current provision and facilities will be enhanced.



Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	No
What sexual orientations may be impacted by this proposal?	N/A
Please describe the impact to the sexual orientation characteristic	N/A
How will you mitigate against any negative impact to the sexual orientation characteristic?	N/A

Monitoring

How will you ensure any adverse impact and mitigation measures are monitored?	<p>Relocation of building-users from CAB assets, that have been identified for divestment into the interim CAB solution, will be phased. Services and directorates will be regularly engaged to ensure a smooth transition, as well as to enable the programme of relocations and enabling works to be agile in response to emerging requirements or specific building-user issues. This monitoring and engagement will be enhanced in respect of moves involving colleagues with identified 'access to work' needs.</p> <p>A stakeholder engagement plan will be produced to manage communications with building-users and other stakeholders. No fixed exit dates for specific assets are as yet set out. However, the phased relocation of accommodation to meet general and specific needs is proposed to take place from now (Jan 2024) through to summer 2024 - for those assets identified for disposal in the initial tranche of activity e.g. Woodcock Street, Sutton New Road and New Aston House. Disposal is expected to occur at the earliest opportunity post decant and building closure (subject to market conditions and terms agreed etc.).</p> <p>This timeframe will be under continuous review. The initial stakeholder engagement plan is to be prepared by end of Jan 2024: with this being formally reviewed and refreshed by end of March 24. By this stage, more certain milestones - in respect of building closure and the re-provision proposals - will be available.</p>
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Officer responsible for
monitoring impact and
mitigation

David Harris

