

EQUALITY IMPACT ASSESSMENT

Proposed Sale of Surplus Freehold Property Assets to
Existing Tenants.

Reference: EIA000364

Date: 09/02/2024

Submitted by: robert.king@birmingham.gov.uk



 **RESET**

 **RESHAPE**

 **RESTART**

EIA Form – About your EIA

Reference number	EIA000364
Date Submitted	09/02/2024
Subject of the EIA	Proposed Sale of Surplus Freehold Property Assets to Existing Tenants.
Brief description of the policy, service or function covered by the EIA	This activity is related to the sale of the Council's Freehold Property interests of a number of assets in a number of wards across the city to existing commercial tenants. Any implications relating to the protected characteristics for existing tenants and citizens will be addressed accordingly. Having undertaken an assessment against each of the protected characteristics it is determined there are no negative impacts requiring further analysis at this stage.
Equality Assessment is in support of...	["Amended policy", "New strategy", "Amended/refreshed strategy "]
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	Investment and valuation
Service area	Valuation and sales
Budget Saving	Yes

Officers

What is the responsible officer's email address?	robert.king@birmingham.gov.uk
What is the accountable officer's email address?	kathryn.james@birmingham.gov.uk

Data Sources

Data sources	["Relevant reports/strategies"]
Data source details	Information internal to the Council has been utilised to prepare this report

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?	["20-29 years", "30-39 years", "40-49 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	No impact as this asset is being sold to existing tenants who are of an adult age.
How will you mitigate against any negative impact to the age characteristic?	N/A

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	The sale of these assets is to an existing tenants and there are no criteria or implications which impact any individual with a disability seeking to acquire this asset.
How will you mitigate against any negative impact to the disability characteristic?	N/A

Protected Characteristic – Sex

Does this proposal impact citizens based on their sex as per the Equality Act 2010?	Yes
What sexes will be impacted by this proposal?	["N/A"]
Please describe the impact to the sex characteristic	No – The sale of these assets is not on the basis of gender of the existing tenants. Therefore there are no implications for the purchasers on the grounds of gender seeking to acquire this asset.
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?	Yes
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Please describe the impact to the gender reassignment characteristic	The sale of these assets is not on the basis of gender reassignment of the existing tenants. Therefore there are no implications for the purchaser on the grounds of gender reassignment seeking to acquire this asset.
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?	Yes
What legal marital or registered civil partnership status will be impacted by this proposal?	["Surviving partner from civil partnership", "Widowed", "Divorced", "Formerly in a civil partnership now legally dissolved", "Separated, but still in a registered civil partnership", "Separated, but still married", "In a registered civil partnership: Opposite sex", "In a registered civil partnership: Same sex", "Married: Opposite sex", "Married: Same sex", "Never married and never registered a civil partnership", "Single"]
Please describe the impact to the marriage and civil partnership characteristic	The sale of these assets is to an existing tenants and there are no criteria or implications which impact any individual on the basis of their marital status.
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	As these assets are being sold to the sitting tenants the status of the person being pregnant or maternity is not a criteria or factor in undertaking the sale.
How will you mitigate against any negative impact to the pregnancy and maternity characteristic?	N/A

Protected Characteristic - Ethnicity and Race



Does this proposal impact people due to their race as per the Equality Act 2010?	Yes
What ethnic groups would be impacted by this proposal?	["N/A"]
Please describe the impact to the ethnicity and race characteristic	The sale of these assets is not on the basis of ethnicity or race of the existing tenants. Therefore there are no implications for the purchaser on the grounds of ethnicity or race seeking to acquire these assets.
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?	["N/A"]
Please describe the impact to the religion or beliefs characteristic	The sale of these assets is to existing tenants and there are no criteria or implications which impact any individual's religion or beliefs.
How will you mitigate against any negative impact to the religion or beliefs characteristic?	N/A

Protected Characteristic - Sexual Orientation

Does this proposal impact people's sexual orientation as per the Equality Act 2010?	Yes
What sexual orientations may be impacted by this proposal?	["All other sexual orientations"]
Please describe the impact to the sexual orientation characteristic	As this asset is being sold to the sitting tenant irrespective of their sexual orientation and this is not a criterion which will influence the outcome of the sale.
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?	As part of the disposal's strategy officers will be required to ensure full due diligence is undertaken to ensure the sale to the existing tenants is compliant with the Equality Act.
Please enter the email address for the officer responsible for monitoring impact and mitigation	robert.king@birmingham.gov.uk

