

# Equality Analysis

## Birmingham City Council Analysis Report

|                                |  |
|--------------------------------|--|
| <b>EA Name</b>                 | Building Consultancy   |
| <b>Directorate</b>             | Acivico  |
| <b>Service Area</b>            | Acivico - Building Consultancy   |
| <b>Type</b>                    | New/Proposed Function  |
| <b>EA Summary</b>              | An options appraisal was undertaken to determine the best future model for the Building Consultancy service. The recommendation is that the BC service is established as an independent wholly owned company (WOC) in its own right and will not form part of the Acivico joint venture. |
| <b>Reference Number</b>        | EA001998   |
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### Introduction

The report records the information that has been submitted for this equality analysis in the following format.

#### **Initial Assessment**

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

#### **Relevant Protected Characteristics**

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

## 1 Activity Type

The activity has been identified as a New/Proposed Function.

## 2 Initial Assessment

### 2.1 Purpose and Link to Strategic Themes

#### **What is the purpose of this Function and expected outcomes?**

Building Consultancy services is divided into two separate sections:-

.Domestic projects - This team deals with any general domestic project that requires Building Regulations, anything from installing a supporting steel in to your property to Building the house of your dreams, as well as small Commercial projects up to £100,000.

.Commercial Projects - This team has expansive knowledge across all commercial sectors, providing a full range of services from pre-application all the way through to completion.

For each strategy, please decide whether it is going to be significantly aided by the Function.

|   |     |
|---|-----|
| Children: A Safe And Secure City In Which To Learn And Grow     | No  |
| Health: Helping People Become More Physically Active And Well   | No  |
| Housing : To Meet The Needs Of All Current And Future Citizens  | Yes |
| Jobs And Skills: For An Enterprising, Innovative And Green City | Yes |

### 2.2 Individuals affected by the policy

|   |     |
|---|-----|
| Will the policy have an impact on service users/stakeholders? | No  |
| Will the policy have an impact on employees?                  | Yes |
| Will the policy have an impact on wider community?            | No  |

### 2.3 Relevance Test

| Protected Characteristics  | Relevant     | Full Assessment Required |
|----------------------------|--------------|--------------------------|
| Age                        | Not Relevant | No                       |
| Disability                 | Not Relevant | No                       |
| Gender                     | Not Relevant | No                       |
| Gender Reassignment        | Not Relevant | No                       |
| Marriage Civil Partnership | Not Relevant | No                       |
| Pregnancy And Maternity    | Not Relevant | No                       |
| Race                       | Not Relevant | No                       |
| Religion or Belief         | Not Relevant | No                       |
| Sexual Orientation         | Not Relevant | No                       |

### 2.4 Analysis on Initial Assessment

The service provided to stakeholders and service users will not be impacted by this proposed change. The recommendation recognises the good work and reputation the service has and this recommendation to establish the Building Consultancy services as an independent WOC will enable the high quality of work to continue.

### **3 Full Assessment**

The assessment questions below are completed for all characteristics identified for full assessment in the initial assessment phase.

#### **3.1 Concluding Statement on Full Assessment**

### **4 Review Date**

02/10/17

### **5 Action Plan**

There are no relevant issues, so no action plans are currently required.

Work In Progress