

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











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	This activity is related to the sale of the Council's Freehold
policy, service or function	Property interests of a number of assets in a number of
covered by the EIA	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	["Amended policy","New strategy","Amended/refreshed
support of	strategy "]
How frequently will you	Annually
review impact and mitigation	
measures identified in this	
EIA?	
Due date of the first review	2025-01-17

Directorate, Division & Service Area	
Which directorate(s) are	["Places, Prosperity and Sustainability"]
responsible for this EIA?	
Division	Investment and valuation
Service area	Valuation and sales
Budget Saving	Yes

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

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

Protected Characteristics











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	Yes
those people with a disability	
as per the Equality Act 2010?	
Please describe the impact to	The sale of these assets is to an existing tenants and there
the disability characteristic	are no criteria or implications which impact any individual
	with a disability seeking to acquire this asset.
How will you mitigate against	N/A
any negative impact to the	
disability characteristic?	

Protected Characteristic – Sex	
Does this proposal impact	Yes
citizens based on their sex as	
per the Equality Act 2010?	
What sexes will be impacted	["N/A"]
by this proposal?	
Please describe the impact to	No – The sale of these assets is not on the basis of gender
the sex characteristic	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	N/A
any negative impact to the	
sex characteristic?	

Protected Characteristic - Gender Reassignment	
Does this proposal impact	Yes
people who are proposing to	
undergo, undergoing or have	
undergone a process to	
reassign one's sex as per the	
Equality Act 2010?	









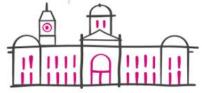


Please describe the impact to the gender reassignment characteristic	The sale of these assets is not on the basis of gender reassignment of the existing tenants. Therefore there are no implications for the purchaser on the grounds of gender reassignment seeking to acquire this asset.
How will you mitigate against	N/A
any negative impact to the	
gender reassignment	
characteristic?	

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	Yes
people covered by the Equality Act 2010 under the	
protected characteristic of	
pregnancy and maternity?	
Please describe the impact to	As these assets are being sold to the sitting tenants the
the pregnancy and maternity	status of the person being pregnant or maternity is not a
characteristic	criteria or factor in undertaking the sale.
How will you mitigate against	N/A
any negative impact to the	
pregnancy and maternity	
characteristic?	

Protected Characteristic - Ethnicity and Race











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

Protected Characteristic - Religion or Beliefs		
Does this proposal impact	Yes	
people's religion or beliefs as		
per the Equality Act 2010?		
What religions could be	["N/A"]	
impacted by this proposal?		
Please describe the impact to	The sale of these assets is to existing tenants and there are	
the religion or beliefs	no criteria or implications which impact any individual's	
characteristic	religion or beliefs.	
How will you mitigate against	N/A	
any negative impact to the		
religion or beliefs		
characteristic?		

Protected Characteristic - Sexual Orientation		
Does this proposal impact	Yes	
people's sexual orientation as		
per the Equality Act 2010?		
What sexual orientations may	["All other sexual orientations"]	
be impacted by this		
proposal?		
Please describe the impact to	As this asset is being sold to the sitting tenant irrespective	
the sexual orientation	of their sexual orientation and this is not a criterion which	
characteristic	will influence the outcome of the sale.	
How will you mitigate against	N/A	
any negative impact to the		
sexual orientation		
characteristic?		













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	robert.king@birmingham.gov.uk
address for the officer	
responsible for monitoring	
impact and mitigation	







