

# Equality Analysis

## Birmingham City Council Analysis Report

<b>EA Name</b>	Development Of An Investment Vehicle For Commercial Property
<b>Directorate</b>	Economy
<b>Service Area</b>	Economy - P&R Planning And Development
<b>Type</b>	New/Proposed Policy
<b>EA Summary</b>	To assess the equality implication of establishing a Council wholly owned company (WOC) for the purpose of delivering a commercial investment strategy, which will acquire, lease and dispose of properties to generate a financial return.
<b>Reference Number</b>	EA001951
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<b>Date Approved</b>	2017-06-12 00:00:00 +0100
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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 Policy.

## 2 Initial Assessment

### 2.1 Purpose and Link to Strategic Themes

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

Establishment of a Council Wholly Owned Company (WOC) for the purpose of delivering a commercial property investment strategy, which will acquire, lease and dispose of properties to generate a financial return.

**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	No
Jobs And Skills: For An Enterprising, Innovative And Green City	No

### 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?	No
Will the policy have an impact on wider community?	Yes

### 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

Establishment of a WOC will support the Council in achieving its aims for a commercial and investment property approach, which has the following objectives:

- . Acquisition and management of Real Estate to enable a sustainable net income stream for the Council
- . The building of a diverse, balanced investment property portfolio (in both type and location) that balances risk and financial opportunity
- . On-going increase in capital value of the commercial estate

Investment decisions and associated performance criteria for the WOC will largely focus on financial return and financial risk exposure. The conclusion at this stage is that working within such operational parameters will not create the potential to disproportionately affect any protected group.

Furthermore any contributions to equality objectives will be at best indirect in that the WOC will primarily aim to generate additional levels of income that can in turn be used to support City Council services. Subsequent decisions on how best to use any income generated will be made as part of the normal City Council budgeting process, which will be subject to its own process of equality analysis and consultation.

The assessment at this stage is that there is no need to proceed to a full equality analysis. This decision will be reviewed as part of the establishment and approval of the Full Investment Property Strategy and Plan.

### **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**

As per initial assessment the conclusion at this stage is that there is no need to proceed to a full equality analysis - essentially this is because any contributions to equality objectives will be at best indirect in that the WOC will primarily aim to generate additional levels of income that can in turn be used to support City Council services. Subsequent decisions on how best to use any income generated will be made as part of the normal City Council budgeting process, which will be subject to its own process of equality analysis and consultation.

The decision will be reviewed as part of the establishment and approval of the Full Investment Property Strategy and Plan.

### **4 Review Date**

01/12/17

### **5 Action Plan**

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