

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Smarter Working - Council House Complex
Directorate	Corporate Resources
Service Area	Birmingham Property Services - Major Projects
Type	New/Proposed Function
EA Summary	<p>This is an opportunity to invest in the long term future of the Council House complex to ensure that it will continue to function at the heart of civic governance for the city.</p> <p>To authorise the allocation of funding to take forward a detailed feasibility study; estimated to be 500k for BCC scheme to the Council House complex.</p>
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Introduction

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

Overall Purpose

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 Overall Purpose

2.1 What the Activity is for

What is the purpose of this Function and expected outcomes?	<p>The Council House is at the core of the civic and democratic functions of the city; the Council House Extension less so which may have potential for other commercial uses in parts of the building.</p> <p>The retention of the Council House complex will require a programme of investment in the medium term. Based on previous reports by specialist consultants, Hoare Lea & Partners and Acivico it is likely that works will be required to start within the next 3 years.</p> <p>As well as the electrical installation improvements are also required within similar timescale to the mechanical installations, together with other maintenance works.</p> <p>Depending on the phasing of the works and the way they are carried out the estimated costs range from circa 21m to 25m (based on high level feasibility costings provided by Acivico).</p> <p>Due to the intrusive nature of the works the full decant of both buildings is likely to be required and the feasibility study will develop proposals on how the phasing of the works will be undertaken.</p> <p>To carry out a feasibility study to consider the procurement delivery options available and will be useful to commence the preparation of procurement documentation for market testing as part of the next phase.</p>
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For each strategy, please decide whether it is going to be significantly aided by the Function.

Public Service Excellence	Yes
A Fair City	No
A Prosperous City	Yes
A Democratic 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?	No
Will the policy have an impact on wider community?	No

2.3 Analysis on Initial Assessment

To authorise the allocation of funding to take forward a detailed feasibility study; estimated to be 500k for BCC scheme to the Council House complex.

The Council House complex comprises the Council House itself constructed in 1879, the Council House Extension constructed in 1911, the Council House is primarily used for civic purposes with some ancillary offices. The Extension contains offices for Council staff. The Birmingham Museum and Art Gallery (BMAG) stretches across both buildings.

In order to continue to function as the most important civic building in the city for the long term the Council House will require a programme of investment. The programme would see the continuation of repairs to the fabric of the building together with further work on the services and redecoration.

The next stage of work will be to commission specialist construction advisors to carry out a detailed feasibility study on how the phases of work should be carried out and develop contract documentation so that a tender can be put to the market for the works.

BMAG have developed a master plan for work on their occupied areas. A separate report appears elsewhere on the agenda. The feasibility study will also indicate how the works which BMAG will need to carry out will be co-ordinated with the Council House works.

There has been ongoing consultation with Finance, Legal, Members and key stakeholders in considering the scope of the feasibility study. As stage one is only the feasibility study there are no equality issues resulting in an impact on the community or stakeholders.

3 Concluding Statement on Full Assessment

A Project Board has been setup and included colleagues from Finance, Legal, HR and Birmingham Museum & Art Gallery. There has been ongoing dialogue with the Future Council Programme Team. and Paul Dransfield has had discussions with the Leader / CLT.

Birmingham Museum Trust (BMT) some consultation has taken place with Museum visitors. Members are also due to be consulted regarding the proposals.

Full decant of the Council House complex so BCC & BMAG staff will be required to relocate whilst M&E works are carried out. Alternative venues will also need to be found for Civic & Democratic functions, CLT and Members. The Museum may close or offer limited displays to visitors.

In order to continue to function as the most important civic building in the city for the long term the Council House will require a programme of investment. The programme would see the continuation of repairs to the fabric of the building together with further work on the services and redecoration.

All relevant issues and implications will be addressed to ensure there is no adverse impact on any specific group.

There has been ongoing consultation with members of their respective constituency, who have as representation been consulted on issues of relevance.

There have been no issues raised which impact the wider community negatively, therefore a full equality assessment is not required at this stage.

4 Review Date

10/02/17

5 Action Plan

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