

## Initial Equality Analysis (EIA) Resident/Service User

<b>1. Details of function, policy, procedure or service:</b>	
<b>Title of what is being assessed:</b> The Community Benefit Assessment Tool and business case approach to agreeing rents and leases with voluntary and community sector (VCS) organisations.	
<b>Is it a new or revised function, policy, procedure or service?</b> This is a new policy and procedure, developed in line with the Community Asset Strategy, which was agreed by Assets Regeneration and Growth Committee in September 2015.	
<b>Department and Section:</b> Estates; Strategy Team (community participation)	
<b>Date assessment completed:</b> 16 <sup>th</sup> June 2016	
<b>2. Names and roles of people completing this assessment:</b>	
Lead officer	Catherine Mousdale
Other groups	Chris Smith, Sara Elias-Bassett, Tony Jones
<b>3. Employee Profile of the Project</b>	<p><b>Will the proposal affect employees?</b> NO</p> <p><b>If no please explain why.</b> The impact of the policy relates entirely to the local VCS and does not affect Barnet Council employees.</p> <p><b>If yes, please seek assistance from HR to complete the employee EIA.</b></p> <p><b>DO NOT DELETE THIS SECTION</b></p>

<b>How are the following equality strands affected? Please detail the effect on each equality strand, and any mitigating action you have taken / required. Please include any relevant data. If you do not have relevant data please explain why / plans to capture data</b>			
Equality Strand	Affected?	Explain how affected	Indicate what action has been taken / or is planned to mitigate impact?
<b>1. Age</b>	Yes	<p>One of the overall aims of the new policy for agreeing rents and leases is to ensure that Council assets are used to deliver maximum levels of community benefit to Barnet residents. It is anticipated that there would be a positive impact on groups falling within this characteristic, to the same extent that a positive impact is expected for Barnet residents as a whole.</p> <p>The new process for agreeing rents and leases may affect,</p>	<p>-The business case and CBAT methodology have no inbuilt bias towards or against any particular types of VCS organisation. They have been designed to be fair in their assessment of the value of the work all VCS organisations are doing, taking account of both depth/ intensity of the service provided and number of participants reached. Outcomes included in the CBAT have been selected to be representative of a wide range of VCS activities in the borough.</p>

		<p>either immediately or at some point in the future, VCS organisations that do work which benefits people falling within this characteristic. Under the new process, rent subsidies for VCS organisations will be awarded in line with community benefit delivered and the CBAT has been developed as a transparent and consistent way of assessing community benefit. The process does not aim to increase rents across the board for VCS organisations and has not been designed to guarantee a minimum level of income to the Council. Its aim is to ensure that rent subsidies awarded represent value for money to Barnet residents. However, if an organisation's community benefit assessment results in a subsidy level of less than 100% and the organisation was previously paying a low rent, the policy could result in an increase to the rent they will be paying. For some organisations, a rent increase could mean they are no longer able to afford their running costs and in the worst case scenario could lead to them being unable to continue operating.</p>	<p>-The process has been piloted with 5 real VCS organisations to understand the potential impact before it is rolled out more widely.</p> <p>-A business case coach will work with VCS organisations to help them develop their business cases and community benefit assessments. The business case coach will monitor whether any particular types of VCS organisation find it more difficult to complete the CBAT and business case than others and take steps to address this if it arises. This issue did not arise in the pilot.</p> <p>-If the CBAT process results in an organisation paying more rent than it did previously, the Council will allow a six month adjustment period from the time the new rent is agreed. Moreover the CBAT and business cases will make it possible to understand why this is. The business case coach will work with VCS organisations to help them address things such as low level of community benefit created or lack of sustainable income streams. The organisation would then need to demonstrate improvements to its CBAT and business case in order to negotiate more favourable rent or lease terms with the council. The Council will point VCS organisations towards potential sources of funding to help cover the rent increase in the meantime.</p>
2. Disability	Yes	As above	As above
3. Gender reassignment	Yes	As above	As above
4. Pregnancy and maternity	Yes	As above	As above
5. Race / Ethnicity	Yes	As above	As above
6. Religion or belief	Yes	As above	As above
7. Gender / sex	Yes	As above	As above
8. Sexual orientation	Yes	As above	As above

<b>9. Marital Status</b>	Yes	As above	As above
<b>10. Other key groups?</b>	Yes	As above	As above
Carers	Yes		
People with mental health issues	Yes		
Some families and lone parents	Yes		
People with a low income	Yes		
Unemployed people	Yes		
Young people not in employment education or training	Yes		

**5. Please outline what data sources, measures and methods could be designed to monitor the impact of the new policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact?**

*Include how frequently monitoring could be conducted and who will be made aware of the analysis and outcomes*

A log will be kept of all rents and leases agreed under the new process and this will record the type of organisation, who its primary service users are, the rent increase or decrease, and any longer term impacts for the organisation. This will allow the Council to monitor whether there are any unintended or adverse consequences of the policy and whether these could disproportionately affect any particular group of service users.

A business case coach will work with VCS organisations to support them on writing their business cases and completing the CBAT. The coach will monitor any emerging trends in relation to capacity of VCS organisations to engage with and complete this process, and whether any issues related to lack of capacity impact any particular types of VCS organisations more than others.

**6. Initial Assessment of Overall Impact**

Positive Impact	Negative Impact or Impact Not Known <sup>1</sup>	No Impact
YES		
<b>7. Scale of Impact</b>		
Positive impact:	Negative Impact or Impact Not Known	
Minimal		

<b>8. Outcome</b>			
No change to decision	Adjustment needed to decision	Continue with decision <i>(despite adverse impact / missed opportunity)</i>	If significant negative impact - Stop / rethink
YES			

<b>9. Please give a full explanation for how the initial assessment and outcome was decided. .</b>
<p>This assessment is based on knowledge of the technical aspects of the methodology for agreeing rents and leases (which have been designed to ensure no inbuilt bias that would have a negative equalities impact), and the report on impacts observed in the pilot phase. It should be noted that the pilot applied to five organisations and therefore the equalities impact will need to continue to be monitored as the process is rolled out.</p>

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<sup>1</sup> 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.

