

Equality Impact Assessment: Disposal of land at Grace Road Fields for the facilitation of a Low Carbon Exeter District Heat Network

The Equality Act 2010 includes a general duty which requires public authorities, in the exercise of their functions, to have due regard to the need to:

- **Eliminate discrimination**, harassment and victimisation and any other conduct that is prohibited by or under the Act.
- **Advance equality of opportunity** between people who share a relevant protected characteristic and people who do not share it.
- **Foster good relations** between people who share a relevant protected characteristic and those who do not

In order to comply with the general duty authorities must assess the impact on equality of decisions, policies and practices. These duties do not prevent the authority from reducing services where necessary, but they offer a way of developing proposals that consider the impacts on all members of the community.

Authorities which fail to carry out equality impact assessments risk making poor and unfair decisions which may discriminate against particular groups and worsen inequality.

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
Executive (20 th May 2025)	Disposal report seeking authority to dispose of the Former Clifton Hill Leisure Centre.	A subject to planning disposal of the Former Clifton Hill Leisure Centre site to Preferred Homes Limited for the delivery of an extra care affordable rent older peoples housing scheme	No potential impact has been identified on people with protected characteristics as determined by the Equality Act 2010 because the proposals do not seek to reduce or change

Committee name and date:	Report Title	Decisions being recommended:	People with protected characteristics potentially impacted by the decisions to be made:
			services to the extent that they will impact on any individuals including those with protected characteristics. Clifton Hill is a cleared operational asset and there are no existing residents or tenants.

Factors to consider in the assessment: For each of the groups below, an assessment has been made on whether the proposed decision will have a **positive, negative or neutral impact**. This must be noted in the table below alongside brief details of why this conclusion has been reached and notes of any mitigation proposed. Where the impact is negative, a **high, medium or low assessment** is given. The assessment rates the impact of the policy based on the current situation (i.e. disregarding any actions planned to be carried out in future).

High impact – a significant potential impact, risk of exposure, history of complaints, no mitigating measures in place etc.

Medium impact – some potential impact exists, some mitigating measures are in place, poor evidence

Low impact – almost no relevancy to the process, e.g. an area that is very much legislation led and where the Council has very little discretion

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
Race and ethnicity (including Gypsies and Travellers; migrant workers; asylum seekers).			No reduction in council services and no existing residents or tenants
Disability: as defined by the Equality Act – a person has a disability if they have a physical or mental impairment that has a substantial and long-term			No reduction in council services and no existing residents or tenants

Protected characteristic/ area of interest	Positive or Negative Impact	High, Medium or Low Impact	Reason
adverse impact on their ability to carry out normal day-to-day activities.			
Sex/Gender			No reduction in council services and no existing residents or tenants
Gender reassignment			No reduction in council services and no existing residents or tenants
Religion and belief (includes no belief, some philosophical beliefs such as Buddhism and sects within religions).			No reduction in council services and no existing residents or tenants
Sexual orientation (including heterosexual, lesbian, gay, bisexual).			No reduction in council services and no existing residents or tenants
Age (children and young people aged 0-24; adults aged 25-50; younger older people aged 51-75/80; older people 81+; frail older people; people living with age related conditions. The age categories are for illustration only as overriding consideration should be given to needs).			No reduction in council services and no existing residents or tenants
Pregnancy and maternity including new and breast feeding mothers			No reduction in council services and no existing residents or tenants
Marriage and civil partnership status			No reduction in council services and no existing residents or tenants

Actions identified that will mitigate any negative impacts and/or promote inclusion

Officer: Dave Hodgson, Strategic Director for Corporate Resources
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