

**Appendix 2**

North DCC Office Accommodation Review.

28<sup>th</sup> January 2014

Equality Impact Assessment

# Vacation of Prestatyn Ty Nant

**Contact:** David Lorey. Property

**Updated:** 28/01/14

## 1. What type of proposal / decision is being assessed?

A project proposal

## 2. What is the purpose of this proposal / decision, and what change (to staff or the community) will occur as a result of its implementation?

Relocation of staff from Prestatyn offices to alternative accommodation within the existing office portfolio.

## 3. Does this proposal / decision require an equality impact assessment? If no, please explain why.

*Please note: if the proposal will have an impact on people (staff or the community) then an equality impact assessment **must** be undertaken*

Yes

<If no, briefly summarise the reasons for this decision here, and skip ahead to the declaration at the end>

## 4. Please provide a summary of the steps taken, and the information used, to carry out this assessment, including any engagement undertaken

*(Please refer to section 1 in the toolkit for guidance)*

Due to the nature of the service provided by the staff currently located in the Ty Nant building, there will be minimal disruption to service users - service provision is undertaken through home visits. Relocated staff will be accommodated in existing DCC accommodation already utilised as office space.

Initial staff consultation has taken place and issues recorded. The proposed relocations and accommodation allocations will be planned through further staff consultation to determine specific service and individual needs and accommodate where possible.

## 5. Will this proposal / decision have a positive impact on any of the protected characteristics (age; disability; gender-

**reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?**  
*(Please refer to section 1 in the toolkit for a description of the protected characteristics)*

None

**6. Will this proposal / decision have a disproportionate negative impact on any of the protected characteristics (age; disability; gender-reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; and sexual orientation)?**

None. It is unlikely that the relocation from one office environment to another would create a negative impact. Any emerging issues will be identified through further staff consultation and eliminated or mitigated where possible.

**7. Has the proposal / decision been amended to eliminate or reduce any potential disproportionate negative impact? If no, please explain why.**

No	None identified or anticipated.
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**8. Have you identified any further actions to address and / or monitor any potential negative impact(s)?**

No	
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Action(s)	Owner	By when?
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**9. Declaration**

Every reasonable effort has been made to eliminate or reduce any potential disproportionate impact on people sharing protected characteristics. The actual impact of the proposal / decision will be reviewed at the appropriate stage.

<b>Review Date:</b>	28/01/14
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Name of Lead Officer for Equality Impact Assessment	Date
David Lorey	28/01/14

**Please note you will be required to publish the outcome of the equality impact assessment if you identify a substantial likely impact.**

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