

## Midlothian Council Equality Impact Assessment Form



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### **Section A: Introduction**

**1. Title of policy, procedure or function being assessed**

32-38 Buccleuch Street, Dakeith

**2. Divisions/organisations/groups involved in the assessment**

Property & Facility Services

**3. Date**

May 2018

### **Section B: Information**

**4. Please describe the Policy, Procedure or Function you are impact assessing**

The project being assessed is the development of residential and retail at 32-28 Buccleuch Street, Dalkeith

**5. What information and consultation data do you have to inform your assessment? What does it tell you?**

Internal consultation with Council staff and departments to establish this report which provides the outline business case for the project.

The project will be subject to a more detailed consultation process as the project progresses.

The buildings will be DDA compliant.

**6. Do you need more information or more consultation/engagement data?**

Once the outline business case has governance the formal consultation process will begin involving external stakeholders and operational staff. This will be used to inform the project and will be reported to Council in subsequent reports.

## **Section C: Assessment**

Midlothian Council equality impact assesses on **all** of the characteristics in the list below, so you should consider all of these in your assessment. If you want you can consider other groups as well, e.g. people on low incomes.

**Race** (this includes ethnic or national origins, colour and nationality);

**Disability** (a person who has a physical or mental impairment that has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities);

**Gender** (male/female);

**Age**;

**Sexual Orientation** (gay man, gay woman/lesbian, bisexual, heterosexual/straight, trans-gender);

**Religion or belief**;

**Pregnancy and maternity** (having just had a baby or being pregnant and/or being married or in a civil partnership);

**Gender reassignment** or transgender status (a person who is proposing to undergo, is undergoing or has undergone a process to change their sex)

**Marriage and Civil Partnership**

### **7. Think about the policy, practice or function you are assessing and**

- **people with the above characteristics**
- **people associated with them (e.g. a parent or carer)**
- **people mistakenly assumed to have the above characteristics**

**Would any of these have different needs, or be affected in different ways by what you are doing/proposing?**

For example:

- People may need, or benefit from, information provided in a particular format, like large print or easyread.
- A queuing system which relies on people standing for long periods will make it very difficult for some people to use the service.
- Charging more for a service is likely to affect people from several of the groups in the box above, as on average they have a lower income.

**Race** – No impact

**Disability** The building is being designed to be DDA compliant.

**Gender** (male/female); Separate changing / toilets will be provided for male and female.

**Age**; the facility is designed to allow interaction between all age groups.

**Sexual Orientation** no impact.

**Religion or belief**; no impact

**Pregnancy and maternity** no impact.

**Gender reassignment** no impact

**Marriage and Civil Partnership** no impact

**i. Note any positive impacts on the above equalities groups**

The housing and retail will be designed to provide improved use of existing building(s) which is fully compliant with modern legislation.

**ii. Note any negative impacts on equalities groups**

No negative impact is anticipated at this stage.

**iii. How significant would this negative impact be, and what kind of numbers would be affected?**

N/A

**iv. Note any opportunities for making a positive impact on equalities groups.**

The design of the new building will be developed to current legislation and in consultation with the local community. As a result the building should have a positive impact within the community which it serves.

**Section D: Actions and Outcomes**

**8. Note any actions you will be taking as a result of this assessment:**

Once the outline business case report has been signed off the project team will begin the Consultation process and use this to inform/update this assessment. The

team will continue to monitor this assessment to ensure that the project delivers a positive impact within the community which it will serve.

**9. Please note any actions you have already taken as a result of this assessment here.**

Continue to monitor this assessment as part of the design development process.

**10. How will you track/monitor that these actions have been achieved?**

Continue to Monitor the design development with the key stakeholders and users groups and record information as part of the design development process.

**11. If you have decided not to take any action please note why this is, and any justification, here.**

*Given the early stage of the design we will continue to monitor the design development and engage with stakeholders and user groups to ensure that the end product meets the needs of all areas of the community.*

**12. Is a more detailed assessment recommended?**

Not at this stage.