

Equality Impact Assessment: Screening Tool

Summary of proposal

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|---|--|
| Name of proposal | 10 to 14 Garrett St; acquisition of 999 year lease of affordable workspace |
| Reference number (if applicable) | n/a |
| Service Area | Corporate Landlord Service |
| Date screening completed | 23/02/2023 |
| Screening author name | Mark Grant |
| Fairness and Equality team sign off | |
| Authorising Director/Head of Service name | Mark Grant |

Before completing the EQIA Screening Tool please read the guidance and FAQs. For further help and advice please contact equalities@islington.gov.uk.

Please provide a summary of the proposal.

Please outline:

- What are the aims/objectives of this proposal?
- Will this deliver any savings?
- What benefits or change will we see from this proposal?
- Which key groups of people or areas of the borough are involved?

This transaction is the proposed acquisition of a 999 year leasehold and associated fit out works at no cost to the council. The space would be added to the affordable workspace portfolio.

As part of the transaction in delivering this space to the council the developer would be released from its AWS obligations at Finsbury Tower as this would be an improved replacement.

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On whom will the proposal impact? Delete as appropriate.

| Group of people | Impacted? |
|-----------------|-----------|
| Service users | No |
| Residents | No |

| Group of people | Impacted? |
|-----------------------------------|---|
| Businesses | Yes in that it will promote start ups as part of the AWS strategy |
| Visitors to Islington | No |
| Voluntary or community groups | No |
| Council staff | No |
| Trade unions | No |
| Other public sector organisations | No |
| Others | Please specify: |

What consultation or engagement has taken place or is planned?

Please outline:

- Which groups or communities you have consulted/plan to consult
- Methods used/will use to engage (for example, focus groups)
- How insight gained from engagement or consultation has been/will be fed into decision making or proposal design

If you have not completed any engagement activity and do not plan to, you should outline why this decision has been made.

None. Not required. However the AWS team have engaged with the market to ensure the space to be delivered meets both need and the councils starategy.

What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

Of the groups you have identified above, please now indicate the likely impact on people with protected characteristics within these groups by checking the relevant box below. Use the following definitions as a guide:

Neutral – The proposal has no impact on people with the identified protected characteristics

Positive – The proposal has a beneficial and desirable impact on people with the identified protected characteristics

Negative – The proposal has a negative and undesirable impact on people with the identified protected characteristics

You should then assess whether the negative impact has a low impact, medium impact or high impact. Consider the level and likelihood of impact. Please also think about whether the proposal is likely to be contentious or perceived as a negative change by certain groups, as this could justify the completion of a full EQIA. See the guidance for help.

| Protected characteristic | Positive impact | Neutral impact | Negative impact | Description of the impact (if applicable) |
|---------------------------------------|--------------------------|-------------------------------------|-----------------|---|
| Age | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | |
| Disability (include carers) | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | |
| Race or ethnicity | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | |
| Religion or belief (include no faith) | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | |

| Protected characteristic | Positive impact | Neutral impact | Negative impact | Description of the impact (if applicable) |
|---|--------------------------|-------------------------------------|-----------------|---|
| Gender and gender reassignment (male, female or non-binary) | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | |
| Maternity or pregnancy | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | |
| Sex and Sexual Orientation | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | |
| Marriage or Civil Partnership | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | |
| Other (e.g. people living in poverty, looked after children, people who are homeless or refugees) | <input type="checkbox"/> | <input checked="" type="checkbox"/> | Choose an item. | |

How do you plan to mitigate negative impacts?

Where there are disproportionate impacts on groups with protected characteristics, please outline:

- The other options that were explored before deciding on this proposal and why they were not pursued
- Action that is being taken to mitigate the negative impacts

| Action | Lead | Deadline | Comments |
|--------|------|----------|----------|
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| Screening Decision | Outcome |
|--|---------|
| Neutral or Positive – no full EQIA needed*. | N/A |
| Negative – Low Impact – full EQIA at the service director’s discretion*. | N/A |
| Negative – Medium or High Impact – must complete a full EQIA. | N/A |
| Is a full EQIA required? Service decision: | No |
| Is a full EQIA required? Fairness and Equality recommendation: | No |

* If a full EQIA is not required, you are still legally required to monitor and review the proposed changes after implementation to check they work as planned and to screen for unexpected equality impacts.

Please send this completed EQIA Screening Tool to equalities@islington.gov.uk for quality checking by the Fairness and Equality Team.