

Equality Impact Assessment: Screening Tool

Summary of proposal

Name of proposal	New Lease of Land and premises at 16-34 Graham St, Islington, London, N1 8JX to Islington Boat Club
Reference number (if applicable)	
Service Area	Community Wealth Building
Date screening completed	05 February 2024
Screening author name	Nick Cummings and Martina Kmetikova
Fairness and Equality team sign off	Courtney Stephenson
Authorising Director/Head of Service name	

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?

The aim of this proposal is to grant a new license to Islington Boat Club to occupy a land and premises at 16-34 Graham Street at peppercorn rent.

The Council has a long leasehold interest in land and premises along Graham Street. Islington Boat Club have operated from the site for many years, delivering unique water-based activities for Islington's residents. In early 2023 the Boat Club's lease was terminated due to building safety issues. Working with the club and its trustees the Council made the building safe for continued operations. Moreover, the Council has worked closely with the Boat Club to strengthen its governance, financial resilience and help prepare a new business plan which might positively contribute to savings in the future.

Islington Boat Club operate as a charity (number 287680) and were incorporated 25 August 1983. The benefits of this proposal are defined by the club's following values. The charity's mission is to inspire learning, improve health, promote socialisation and strengthen the Islington community by providing a wide range of safe and affordable water-based activities for everyone – with a focus on young people, the over-50s and people with additional needs.

The unique services provided by the club might attract people from outside of the borough too. The club cater for almost 500 youngsters from the age of 8 to 17 and currently have roughly 200+ adult members, of whom 55% are men and 45% women.

Fee structure:

Lower Decks (Youth Club) is £8 per 2 hour session

Members of the club pay the following fees:

Joining between 1st June – 30th November – £75

Joining between 1st December – 31st May – £37.50

Whole year - £112.5

On whom will the proposal impact? Delete as appropriate.

Group of people	Impacted?
Service users	Yes
Residents	Yes
Businesses	No
Visitors to Islington	No
Voluntary or community groups	No
Council staff	No
Trade unions	No
Other public sector organisations	No
Others	Please specify: Members of the Islington Boat Club

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.

No consultation with other groups has taken place.

Islington BC is a registered charity who have committed to encourage all Islington residents to participate in the wide variety of activities planned, it is therefore deemed appropriate to oversee this equality impact via the lease terms.

The club fees are reasonably priced and its doors are open to everyone interested in their offering. They encourage all Islington residents to come join their club where they can make new friends, learn new skills and enjoy the outdoor activities. They have been providing these services for over 52 years hence have a strong track record.

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 checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	Joining a boat club offers numerous advantages for individuals of all age groups, providing opportunities for recreation, learning, socializing, and health improvement.
Disability (include carers)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	Becoming a member for disabled people means connecting with nature, helping to grow one's independence and enhancing the quality of life as boating activities improve quality of life, provide fun and sense of adventure.
Race or ethnicity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	Boat clubs often promote diversity and inclusion, providing a welcoming environment where people from all races can connect and build friendships. Being part of a diverse club allows members to share and learn about different cultures, traditions, helping to bridge racial and cultural divides.
Religion or belief (include no faith)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	Boat Club members have the opportunity to share and learn about different religious customs and practices, promoting mutual respect and understanding. Participating in club activities helps bridge religious divides, creating a sense of community and shared purpose. Boat Clubs provide a platform for individuals from various religious backgrounds to connect, build relationships and collaborate.

Protected characteristic	Positive impact	Neutral impact	Negative impact	Description of the impact (if applicable)
Gender and gender reassignment (male, female or non-binary)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	Boat clubs offer a supportive, inclusive environment that benefits individuals of all genders, including those undergoing gender reassignment. The clubs promote physical health, mental well-being, social connection, and personal growth, making them valuable resources for fostering inclusivity and diversity.
Maternity or pregnancy	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	Being on the water and in nature can have a calming effect, reducing stress and anxiety, which is especially important during pregnancy. Being outdoors can enhance mental well-being, promoting a positive outlook and contributing to a more positive pregnancy and maternity experience.
Sex and Sexual Orientation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	Many boat clubs strive to create an inclusive and welcoming atmosphere for people of all sexes and sexual orientations, ensuring everyone feels respected and valued. Being part of a boat club fosters a sense of community and belonging, providing a supportive environment where members can be themselves.
Marriage or Civil Partnership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	Boating activities offer opportunities for couples to spend quality time together with their families enhancing their relationship through shared experiences and community engagement.

Protected characteristic	Positive impact	Neutral impact	Negative impact	Description of the impact (if applicable)
Other (e.g. people living in poverty, looked after children, people who are homeless or refugees)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Choose an item.	Many boat clubs strive to create an inclusive atmosphere, welcoming members from all backgrounds, including marginalized groups. Access to training and educational programs helps members develop valuable boating skills, which can boost confidence and self-esteem, for example.

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

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