

Equality, Social Inclusion and Health Impact Assessment (ESHIA)

An ESHIA is a review of a new or existing policy, strategy, project, report or service change to establish whether this has a differential impact on specific equality groups and identifies how we can improve equality of opportunity for different groups of people.

An ESHIA aims at improving Tamworth Borough Council's work, by promoting equality, social inclusion, health and wellbeing by ensuring that the proposed or existing policy promotes equality and can benefit a wide range of people.

Details

Title of the proposal	Asset Management Plans	
Director responsible for the project or service area	Executive Director Communities	
Officer completing the assessment	Assistant Director, Assets	
Date conducted	01/03/2025	
Who are the main stakeholders?	Internal only at this stage	
What is being assessed?	A decision to review or change a service	
	A strategy, policy, report or procedure	
	A function, service, or project	X
What kind of assessment is it?	New	X
	Review of existing	

Part One - Initial screening:

This section should be used to carry out an initial screening of changes or decisions to help to decide whether a full ESHIA is required.

The following six screening questions are designed to assess whether this proposed change is likely to have an impact on equality, social inclusion, health and wellbeing.

		Yes	No
1	Does this new or revised project, proposal, policy, report, procedure likely to have an impact?		X
2	Does the proposal seek agreement to a key decision involving allocation of resources, such as changes in funding or resources, initiation of a new programme or project or procurement?		X
3	Does the proposal seek agreement on restructuring or reorganising of staffing?		X
4	Will this policy or proposed change have any impact on potential suppliers?		X

5	Does this policy or proposed change impact on any HR policy or practice within the council?		X
6	Does this policy or proposed change have any implications for equalities, social inclusion and health and wellbeing not covered above?		X

1. If the answer is **no** to all the questions, please provide a summary below outlining why this conclusion has been reached.
2. If the answer is **yes** to any of the questions, please conduct the full ESHIA as detailed in Part two.

If you are unsure of any of the answers, please seek advice from Human Resources.

Summary of initial screening outcome:		
Decision	Yes	No
Initial screening only	X	
Proceed to Part Two, full assessment		X

Initial screening completed by	Assistant Director, Assets
Date	01/03/2025

Full screening completed by	Assistant Director, Assets
Date	01/03/2025

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Part Two: Full assessment

Section 1

The purpose of the project, proposal or decision required. Set out the aims, objectives, purpose and outcomes of the area being impact assessed. Are any other functions, policies or services linked to this assessment?

This is linked to the Asset Management Strategy.
The Asset Management Plans are intended to provide a documented understanding of built assets owned by the Council.
The Asset Management Plans will assist the Council in making decisions about the future use of built assets.

Section 2

Evidence used and considered. Include analysis of any missing data.

Data Used

- **Income and expenditure data.**
- **Stock condition data**
- **Asset Valuations**

Information Needed

- **Future markets**

Section 3

Consultation undertaken with interested parties who will/may be affected proposal? What were the outcomes of the consultation?

The completed Asset Management Plans will be considered by the Asset Strategy Steering Group before further consideration by Members.
Further consideration will need to be given to impacted parties at the point at which a decision has been made around the various assets.

Section 4

What are the potential or actual impacts of the proposal? Please consider both the direct and indirect impact and refer to the guidance for additional information.

Impact Area	Impact? Positive (P) Negative (N) Neutral (Ne)	Details of the impact	Action to address negative impact
Protected Characteristic, as outlined in the Equality Act 2010			
Age	Ne	At this stage the council is producing an asset management	

		<p>plan for future consideration.</p> <p>No decisions are being made at this stage of the process.</p> <p>Consideration to impacts will be needed at the point of implementing any changes.</p>	
Disability	Ne	As above	
Gender reassignment	Ne	As above	
Marriage and civil partnership	Ne	As above	
Pregnancy and maternity	Ne	As above	
Race	Ne	As above	
Religion or Belief	Ne	As above	
Sex	Ne	As above	
Sexual Orientation	Ne	As above	
Are there socio-economic groups likely to be affected? If yes, please provide detail below			
Other social exclusion	Ne	<p>At this stage the council is producing an asset management plan for future consideration.</p> <p>No decisions are being made at this stage of the process.</p> <p>Consideration to impacts will be needed at the point of implementing any changes.</p>	
Digital exclusion	Ne	As above	
Veterans and serving members of the armed forces and their families		As above	

Young people leaving care	Ne	As above	
Health and Wellbeing: Individuals and communities in Tamworth	Impact: Positive (P) Negative (N) Neutral (Ne)	Explanation	Action to address negative impact
Will the proposal have a direct impact on an individual's health, mental health and wellbeing?	Ne	At this stage the council is producing an asset management plan for future consideration. No decisions are being made at this stage of the process. Consideration to impacts will be needed at the point of implementing any changes.	
Will the proposal directly impact on housing?	Ne	As above	
Will there be a likely change in demand for or access to public services such as health and social care services?	Ne	As above	
Will there be an impact on diet and nutrition?	Ne	No impact	
Will there be an impact on physical activity?	Ne	At this stage the council is producing an asset management plan for future consideration. No decisions are being made at this stage of the process. Consideration to impacts will be needed at the point of implementing any changes.	
Will there be an impact on	Ne	As above	

transport, travel and connectivity?			
Will there be an impact on employment and income?	Ne	As above	
Will there be an impact on education and skills?	Ne	As above	
Will there be an impact on community safety?	Ne	As above	
Will there be an impact on the environment, air quality, climate change?	Ne	Not directly from the production of Asset Management Plans, however this is a consideration in the development of the plans,	

If there are no adverse impacts or any issues of concern or you can adequately explain or justify them, please move to section 6.

Section 5

Where a potential negative impact has been identified, can continuation of the proposal be objectively justified? If yes, please explain your reasons.

At this stage there are no identified negative impacts. This relates to the production of plans that will be used to assess the future of built assets.

The implications of implementing plans will need to form part of the decision making process at the time of implementation.

Section 6: Decisions or actions proposed

The assessment may result in some recommendations or suggestions to mitigate any negative impact and maximise positive impacts or actions to reduce the risk of an adverse impact.

None at this stage

Section 7: Monitoring arrangements

Who will be responsible for monitoring

Assistant Director, Assets

Frequency of monitoring	Monitoring will form part of the decision making process that arises from the Asset Management Plans
Where will the impact assessment be reported to?	Asset Strategy Steering Group
Where this impact assessment will be stored and for how long	This impact assessment will be superseded by the impact assessments produced when determining the future of the various assets.

Section 8: Summary of actions to mitigate negative impact (if required)

Impact Area	Action required	Lead officer/responsible person	Target date	Progress
N/A				

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