Working for
Equality
in Wales

Doc 7.

Equality Impact Assessment (EIA) Template – Part 1

Policy title and purpose (brief outline):	**Overarching policy on listing buildings and the specific decision whether to list the Former Grove Park School, Wrexham as a building of special architectural or historic interest under the Planning (Listed Buildings and Conservation Areas) Act 1990.**
Name of official:	**Matthew Coward**
Department:	**Historic Environment Service (Cadw)**
Date:	**11 July 2016**
Signature:	**Matthew Coward**

1. **Please provide a brief description of the policy/decision.**

   For example what is the overall objective of the policy/decision, what are the stated aims (including who the intended beneficiaries are), a broad description of how this will be achieved, what the measure of success will be, and the time frame for achieving this?

To list buildings of special architectural or historic interest so that future changes to them can be managed sympathetically through a dedicated consent regime. The beneficiaries include current and future generations who will be able to appreciate the special quality of such buildings which contribute towards the places in which we live and work. A measure of success is the extent to which buildings are sympathetically kept in use and not at risk. There is an ongoing process against which we monitor the state of preservation of such buildings and develop strategies aimed towards addressing any decline in their condition.

2. **We have a legal duty to engage with people with protected characteristics under the Equality Act 2010 (please refer to Annex A of the EIA guidance) identified as being relevant to the policy. What steps have you taken to engage with stakeholders, both internally and externally?**

The policy objective has been subject of recent, and ongoing, consultation on the Historic Environment (Wales) Act and associated guidance. Please see the Equality Impact Assessment associated with the Historic Environment (Wales) Bill

http://gov.wales/topics/cultureandsport/historic-environment/the-historic-env-wales-bill/?lang=en

Any listing decision in itself is not considered to differentially impact on those with protected characteristics. Listing simply has the immediate effect of bringing into effect a consent regime that is widely

applicable to all listed buildings (with the exception of certain religious denominations who have an agreed alternative consent regime in place). The consent process does not prohibit change but rather enables the full range of issues to be carefully considered within a formal framework. Similarly, on a case by case basis, it is open to anyone to make representations about any particular consent application.

3. Your decisions must be based on robust evidence. What evidence base have you used? Please list the source of this evidence e.g. National Survey for Wales. Do you consider the evidence to be strong, satisfactory or weak and are there any gaps in evidence?

The evidence for such decisions is the expert advice that is provided by Cadw on any proposed listing, consultation with the owner, the RCAHMW and the local planning authority. In the case of the former Grove Park School, further evidence was provided by a Save Our Heritage campaign group, the Twentieth Century Society and Save Britain's Heritage. The decision is a judgement based on balancing the said advice and evidence, in light of published listing criteria and legislation.

It is important to note any opportunities you have identified that could advance or promote equality.

Impact

Please complete the next section to show how this policy / decision / practice could have an impact (positive or negative) on the protected groups under the Equality Act 2010 (refer to the EIA guidance document for more information).

Lack of evidence is not a reason for *not* progressing to carrying out an EIA. Please highlight any gaps in evidence that you have identified and explain how/if you intend to fill these gaps.

4.1 Do you think this policy / decision / practice will have a positive or negative impact on people because of their age?

Age	Positive	Negative	None / Negligible	Reasons for your decision (including evidence) / How might it impact?
Younger people (*Children and young people, up to 18*)			X	See 2 above. The decision in itself is not considered to differentially impact on anyone, including people with protected characteristics, other than bringing into effect a consent regime that is widely applicable to all.
People 18-50			x	See above.
Older people (50+)			X	See above.

4.2 Because they are disabled?

Impairment	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Visual impairment			X	See above
Hearing impairment			X	See above
Physically			X	See above

disabled				
Learning disability			X	See above
Mental health problem			X	See above
Other impairments issues			X	See above

4.3 Because of their gender (man or woman)?

Gender	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Male			x	See above
Female			x	See above

4.4 Because they are transgender?

Transgender	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
			x	See above

4.5 Because of their marriage or civil partnership?

Marriage and Civil Partnership	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Marriage			x	See above
Civil Partnership			x	See above

4.6 Because of their pregnancy or maternity?

Pregnancy and Maternity	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Pregnancy			x	See above
Maternity (the period after birth)			x	See above

4.7 Because of their race?

Race	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Ethnic minority people e.g. Asian, Black,			x	See above
National Origin (e.g. Welsh, English)			x	See above
Asylum Seeker and Refugees			x	See above
Gypsies and Travellers			x	See above
Migrants			x	See above
Others			x	See above

4.8 Because of their religion and belief or non-belief?

Religion and belief or non – belief	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How

				might it impact?
Different religious groups including Muslims, Jews, Christians, Sikhs, Buddhists, Hindus, Others (please specify)			x	See above
Belief e.g. Humanists			x	See above
Non-belief			x	See above

4.9 Because of their sexual orientation?

Sexual Orientation	Positive	Negative	None / Negligible	Reason for your decision (including evidence)/ How might it impact?
Gay men			x	See above
Lesbians			x	See above
Bi-sexual			x	See above

4.10 Do you think that this policy will have a positive or negative impact on people's human rights? *Please refer to point 1.4 of the EIA Annex A - Guidance for further information about Human Rights.*

Human Rights	Positive	Negative	None / Negligible	Reason for your decision (including evidence) / How might it impact?
Human Rights including Human Rights Act and UN Conventions			x	See above. We have also produced guidance that explains that we are happy to review any listing decision on the basis of new evidence. Listing decisions are also subject to judicial review. Furthermore, a statutory review process is in the process of being introduced where the review will be undertaken by an independent person.

If you have identified any impacts (other than negligible ones), positive or negative, on any group with protected characteristics, please complete Part 2.

Only if there are no or negligible positive or negative impacts should you go straight to part 2 and sign off the EIA.

Equality Impact Assessment – Part 2

1. Building on the evidence you gathered and considered in Part 1, please consider the following:

1.1 How could, or does, the policy help advance / promote equality of opportunity? For example, positive measures designed to address disadvantage and reach different communities or protected groups?
1.2 How could / does the policy / decision help to eliminate unlawful discrimination, harassment or victimisation?
1.3 How could/does the policy impact on advancing / promoting good relations and wider community cohesion?

2. Strengthening the policy

2.1 If the policy is likely to have a negative effect ('adverse impact') on any of the protected groups or good relations, what are the reasons for this? What practical changes/actions could help reduce or remove any negative impacts identified in Part 1?

2.2 If no action is to be taken to remove or mitigate negative / adverse impact, please justify why. (Please remember that if you have identified unlawful discrimination (immediate or potential) as a result of the policy, the policy must be changed or revised.)

3. Monitoring, evaluating and reviewing

How will you monitor the impact and effectiveness of the policy?

List details of any follow-up work that will be undertaken in relation to the policy (e.g. consultations, specific monitoring etc).
The results of all impact assessments where the impact is significant will be published on the Welsh Government's website.

4. Declaration

***Please delete as appropriate:**

The policy *does / does not have a significant impact upon equality issues

Official completing the EIA
Name: Matthew Coward
Department: Historic Environment Service (Cadw)
Date: 3 August 2016
Signature: Matthew Coward
Head of Division (Sign-off)
Name: Gwilym Hughes
Job title and department: Assistant Director, Historic Environment
Date: 3 August 2016
Signature: Gwilym Hughes
Review Date: TBC