

Initial equality impact assessment screening form			
This form records an equality screening process to determine the relevance of equality to a proposal, and a decision whether or not a full EIA would be appropriate or proportionate.			
Directorate	Central Services		
Service area	Strategic Resources (Commercial)		
Proposal being screened	Creation of a property projects and estates services company (NewCo)		
Officer(s) carrying out screening			
What are you proposing to do?	Create a property projects and estates company (NewCO) that will provide those services to North Yorkshire County Council which will be compliant with the Teckal exemption principle.		
Why are you proposing this? What are the desired outcomes?	To allow the existing company, Align Property Partners Ltd, the ability to retain and attract new business outside of the Teckal exemption. In other words develop the business outside of working with the shareholder, North Yorkshire County Council.		
Does the proposal involve a significant commitment or removal of resources? Please give details.	The proposal is not intended to give rise to any additional commitment or removal of resources.		
Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYCC's additional agreed characteristics			
As part of this assessment, please consider the following questions:			
<ul style="list-style-type: none"> To what extent is this service used by particular groups of people with protected characteristics? Does the proposal relate to functions that previous consultation has identified as important? Do different groups have different needs or experiences in the area the proposal relates to? 			
If for any characteristic it is considered that there is likely to be an adverse impact or you have ticked 'Don't know/no info available', then a full EIA should be carried out where this is proportionate. You are advised to speak to your Equality rep for advice if you are in any doubt.			
Protected characteristic	Potential for adverse impact		Don't know/No info available
	Yes	No	
Age		✓	
Disability		✓	
Sex		✓	
Race		✓	
Sexual orientation		✓	
Gender reassignment		✓	
Religion or belief		✓	
Pregnancy or maternity		✓	
Marriage or civil partnership		✓	
People in rural areas		✓	
People on a low income		✓	
Carer (unpaid family or friend)		✓	
Does the proposal relate to an area where there are known inequalities/ impacts	No		
Will the proposal have a significant effect on how other organisations operate? (e.g. partners, funding criteria, etc.). Do any of these organisations support people with protected characteristics?	No		
Decision (Please tick one option)	EIA not relevant	✓	Continue to full EIA:
Reason for decision			
Signed (Assistant Director or equivalent)			
Date			