

# Equality impact assessment (EIA) form: evidencing paying due regard to protected characteristics

(Form updated October 2025)

## *Purchase of Resolution House, Eastfield, Scarborough*

An Equality Impact Assessment (EIA) form is a document that proves paying due regard by considering protected characteristics. EIAs that accompany reports presented to Councillors for decision-making are published with the committee papers on our website and are also available in hard copy at the relevant meetings.

### Section 1: Initial Equality Impact Assessment Screening

This section documents the equality screening process of actual or potential impacts of the proposed activity on a specific protected characteristic, along with NYC's additional agreed-upon characteristics, to determine whether a full Equality Impact Assessment (EIA) is necessary or appropriate.

Basic Details	
Directorate	Resources
Service area	Commercial, Property and Procurement
Proposal being screened	Purchase of Resolution House, Eastfield, Scarborough
Officer(s) carrying out screening	Neil Hughes
Lead Officer and contact details	Neil Hughes, Head of Commercial; <a href="mailto:neil.hughes@northyorks.gov.uk">neil.hughes@northyorks.gov.uk</a>
Date of the assessment	4 March 2026
<p><b>Please describe briefly what this EIA is about.</b> (e.g. are you starting a new service, changing how you do something, or stopping doing something?)</p>	The purchase of Resolution House, Eastfield, Scarborough to support the council's operational accommodation requirements. The building will be used to accommodate council staff and services and forms part of the council's wider approach to efficient, sustainable use of its property estate.
<p><b>What does the authority hope to achieve by it?</b> (E.g. to save money, meet increased demand, do things in a better way.)</p>	<ul style="list-style-type: none"> <li>• Secure a suitable operational building to support service delivery</li> <li>• Improve efficiency and value for money through ownership rather than alternative arrangements</li> <li>• Support modern, flexible working arrangements</li> <li>• Contribute to the council's long-term estate strategy</li> </ul>
Further Details	

<p><b>1.1 How have stakeholders been involved in this policy/ decision/ proposal? (e.g. a consultation exercise)</b></p>	<p>The operational proposals that will follow the acquisition remain at an early, exploratory stage.</p> <p>Further detailed planning, consultation and analysis, including engagement with staff, partners and stakeholders, will be required to fully understand the operational implications of any decisions and to ensure these are carefully considered and appropriately addressed before any proposals progress.</p> <p>No public consultation has been undertaken as the acquisition does not directly affect service delivery to the public.</p>
<p><b>1.2 Will the proposal have a significant effect on how other organisations operate? (e.g. partners, funding criteria, etc.). Please explain briefly</b></p>	<p>As above</p>

**1.3 Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYC’s additional agreed characteristics**

As part of this assessment, please consider the following questions:

- 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 directorate representative for advice if you are in any doubt.

**Tick and indicate which protected characteristics are identified as relevant to the proposal (positive, negative, neutral or don’t know).**

Protected characteristic	Impact				Comments
	Positive	Negative	Neutral	Don't know	
Age			✓		
Disability	✓				Resolution House offers improved accessibility, including lift access, compared to some areas within Scarborough Town Hall and Ryedale House
Sex			✓		
Race (including GRTS)			✓		
Gender reassignment			✓		
Sexual orientation			✓		
Religion or belief			✓		
Pregnancy or maternity			✓		

Marriage or civil partnership			✓		
<b>NYC's additional characteristics</b>					
People in rural areas			✓		
People on a low income			✓		
Carer (unpaid family or friend)			✓		
Are from the Armed Forces Community (including veterans)			✓		
<b>1.4 To which Part(s) of the Public Sector Equality Duties is the Policy/decision/proposal relevant? Tick and briefly describe.</b>					
<b>General Duties</b>	<b>Yes</b>	<b>No</b>	<b>Details</b>		
Eliminate unlawful discrimination, harassment and victimisation	✓	<input type="checkbox"/>	<b>Purchase supports compliant, accessible accommodation</b>		
Advance equality of opportunity	✓	<input type="checkbox"/>	<b>Opportunity to provide inclusive working environment</b>		
Foster good relations between different groups	<input type="checkbox"/>	✓	<b>Not directly relevant</b>		
<b>1.5 Decision (Please tick one option) Decision to recommend this policy/ decision for an Equality Impact Assessment?</b>				Yes	<input type="checkbox"/>
				No	✓
<p>If the answer is “Yes”, or you indicate a negative impact on any of the characteristics mentioned in the table above, please continue to Section 2 and complete the full Equality Impact Assessment. If the answer is “No”, please give a brief reason here.</p>					
<b>Signed</b> (Assistant Director or equivalent)		Kerry Metcalfe; AD Commercial, Property & Procurement			
<b>Date</b>		5 March 2026			