

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	Resources		
Service area	Property & Localities		
Proposal being screened	Development of Community Transfer Policy		
Officer(s) carrying out screening	Claire Wilson (Devolution & Community Rights Officer), Richard Mair (Corporate Strategy and Performance Lead)		
What are you proposing to do?	North Yorkshire Council is developing a new Community Transfer Policy that brings together and formalises the approach to both community asset transfers (CAT) and community service transfers (CST).		
Why are you proposing this? What are the desired outcomes?	<p>This unified policy will provide a consistent and transparent framework for assessing, approving, and managing transfers to community groups, parish councils, and other local not-for-profit organisations.</p> <p>The new policy replaces the interim processes currently in use, which were based on legacy North Yorkshire County Council (NYCC) documentation and procedures as the continuing authority at the point of local government reorganisation. By consolidating and updating these arrangements, the Council aims to ensure a coherent, county-wide approach that reflects the needs of the Council, provides clarity for applicants, and supports effective decision-making.</p>		
Does the proposal involve a significant commitment or removal of resources? Please give details.	No		
<p>Impact on people with any of the following protected characteristics as defined by the Equality Act 2010, or NYC's additional agreed characteristics</p> <p>As part of this assessment, please consider the following questions:</p> <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? <p>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.</p>			
Protected characteristic	Potential for adverse impact		Don't know/No info available
	Yes	No	
Age		X	
Disability		X	
Sex		X	
Race		X	
Sexual orientation		X	
Gender reassignment		X	
Religion or belief		X	
Pregnancy or maternity		X	
Marriage or civil partnership		X	

People in rural areas		X	
People on a low income		X	
Carer (unpaid family or friend)		X	
Are from the Armed Forces Community		X	
<p>Does the proposal relate to an area where there are known inequalities/probable impacts (for example, disabled people's access to public transport)? Please give details.</p>	<p>The development of a new Community Transfer Policy may relate to areas where inequalities could arise, as community asset and service transfers can affect how different groups access local facilities and services. Community assets such as libraries, community centres, or green spaces and community-run services are used by a broad range of people, including those with protected characteristics.</p> <p>There is potential for differential impact if transferred assets or services are not equally accessible, particularly for:</p> <ul style="list-style-type: none"> • Disabled people, who may rely more heavily on accessible buildings, inclusive service design, or proximity to local facilities. • Older people, young people, and those with limited mobility who may be more affected by changes in local provision or reliance on volunteers. • Residents in rural or deprived areas, where community capacity varies and the availability of local services is already uneven. • People on a low income, if access arrangements or charging policies change after transfer. <p>While there are potential risks, the effective operation of a well-designed policy may actually help reduce inequalities, for example by enabling devolved, locally run services that are better placed to respond to specific community needs, improving services, and enabling under-used or closed assets to be brought back into community use in ways that widen access and participation.</p> <p>The policy itself does not directly create inequalities, but the process and decision-making framework must ensure that equality considerations are built into any assessment of a proposed transfer. This includes evaluating how a transfer might impact different groups and requiring organisations taking on assets or services to demonstrate how they will provide inclusive and accessible provision.</p> <p>Key points about future operation of the policy:</p> <ul style="list-style-type: none"> - The Community Transfer process requests each organisation provides a copy of their equalities policy as part of the Expression of Interest (EOI) submission; this is then reviewed and assessed as part of the Organisation Test 		

	- The Community Transfer operational procedures ensure that each EOI will require the completion of an EIA screening/impact assessment (along with CCIA and DPIA) which will address specific issues/opportunities relating to each application		
Will the proposal have a significant effect on how other organisations operate? (for example, partners, funding criteria, etc.). Do any of these organisations support people with protected characteristics? Please explain why you have reached this conclusion.	No		
Decision (Please tick one option)	EIA not relevant or proportionate:	<input checked="" type="checkbox"/>	Continue to full EIA:
Reason for decision	<p>A full EIA is not required because no specific adverse impacts have been identified for any protected or priority groups at this policy-development stage, operation of the policy may reduce inequalities, and any potential differential impacts will be managed through equality considerations embedded in the assessment of individual transfer proposals.</p> <p>This EIA screening and the approach has been confirmed by Richard Mair (Corporate Strategy and Performance Lead) on 16/03/2026.</p>		
Signed (Assistant Director or equivalent)	Kerry Metcalfe (Assistant Director Property, Procurement & Commercial)		
Date	27/04/2026		