

Colchester Borough Council

Equality Impact Assessment Form - An Analysis of the Effects on Equality

Section 1: Initial Equality Impact Assessment

Name of policy/ decision to be assessed:

- Asset Management Strategy 2016 - 2021

1. What is the main purpose of the policy/ options report?

- To update the previous Asset Management Plan and to set out a strategy for how we will manage our assets over this period.

2. What main areas or activities does it cover?

- Its key focus is to review how our property assets can be managed in a more cohesive and strategic way, focussing on:
 1. Operational Asset Management
 2. Communities and Growth
 3. Commercial and Business
 4. Partnership Working

3. Are there changes to an existing policy being considered in this assessment? If so what are they?

- The new strategy will supersede the previous Asset Management Plan 2010 to 2013. Changes in the strategy a more commercial focus to produce sustainable growth, generate inward investment and regeneration whilst balancing community objectives.

4. Who are the main audience, users or customers who will be affected by the policy?

- Internal customers, funding and development partners, tenants, landlords and community groups.

5. What outcomes do you want to achieve from the policy?

- Management of operational assets in the most cost effective way to facilitate the best service for our customers and secure income streams.
- Inward investment, regeneration and partnership working.
- Encouraging a commercial focus to how we work in order to create more sustainable income whilst also balancing community objectives.
- Challenging work practices and the management of resources. Working with key partners in order to provide services in a more joined up way.

6. Are other service areas or partner agencies involved in delivery? If so, please give details below:

- Spatial policy
- Planning policy
- Finance
- Legal
- Funding & Development Partners
- Internal Customers

7. Are you aware of any relevant information, data, surveys or consultations¹ which help us to assess the likely or actual impact of the policy upon customers or staff?

If so provide details and include a link to the document or source where available.

- No

8. The 'general duty' states that we must have "due regard" to the need to:

- (a) eliminate unlawful discrimination, harassment and victimisation
- (b) advance equality of opportunity between people who share a 'protected characteristic'² and those who do not³
- (c) foster good relations between people who share a protected characteristic and those who do not⁴

Not all policies help us to meet the 'general duty', but most do.

Where applicable, explain how this policy helps us to meet the 'general duty':

The policy helps us to 'eliminate unlawful discrimination, harassment and victimisation' in the following way(s):

- The policy is intended to increase CBC income streams whilst balancing community objectives for the benefit of all residents including people covered in the Equality Act.

¹Click on [surveys or consultations](#) for more information. The Council's surveys and consultations include 'equality monitoring information' to help us identify any particular concerns or views expressed by any particular group or 'protected characteristic'. It can also help us to assess how representative of our customers the respondent group is. Local Data on the Protected Characteristics is available [on this page](#) of the Hub.

² The Equality Act's 'protected characteristics' include age, disability, gender reassignment, pregnancy and maternity, race, religion or belief and sex and sexual orientation. It also covers marriage and civil partnerships, but not for all aspects of the duty.

³ This involves having due regard, in particular, to the need to: (a) remove or minimise disadvantages suffered by persons who share a protected characteristic that are connected to that characteristic; (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it, and (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

⁴ This involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding.

The policy helps us to 'advance equality of opportunity...' in the following way(s):

- The policy is intended to increase CBC income streams whilst balancing community objectives for the benefit of all residents including people covered In the Equality Act.

The policy helps us to 'foster good relations...' in the following way(s):

- The policy is intended to increase CBC income streams whilst balancing community objectives for the benefit of all residents including people covered In the Equality Act.

9. This section helps us to identify any disproportionate impacts. Please indicate in the table below whether the policy is likely to particularly benefit or disadvantage any of the 'protected characteristics'.

Remember to include reference to any relevant consultation, data or information.

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
Age	Older people (60+)	Yes	The policy is intended to increase CBC income streams whilst balancing community objectives for the benefit of all residents including people covered In the Equality Act.		None identified
	Younger people (17-25) and children (0-16)	Yes	As above		None identified
Disability	Physical	Yes	As above		None identified
	Sensory	Yes	As above		None identified
	Learning	Yes	As above		None identified
	Mental health issues	Yes	As above		None identified
	Other – <i>specify</i>	Yes	As above		None identified
	White	Yes	As above		None identified
	Black	Yes	As above		None identified

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
Ethnicity ⁵	Chinese	Yes	As above		None identified
	Mixed Ethnic Origin	Yes	As above		None identified
	Gypsies/ Travellers	Yes	As above		None identified
	Other – <i>please state</i>	Yes	As above		None identified
Language	English not first language	Yes	As above		None identified
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks	Yes	As above		None identified
Religion or Belief	People with a religious belief (or none)	Yes	As above		None identified
Sex	Men	Yes	As above		None identified
	Women	Yes	As above		None identified
Gender Reassignment ⁶	Transgender/ Transsexual	Yes	As above		None identified
Sexual Orientation	Bisexual, Heterosexual,	Yes	As above		None identified

⁵ National Census 2011 categories are: Bangladeshi, Indian, Pakistani, Other Asian (Asian or Asian British), African, Caribbean, Other Black (Black or Black British), White and Black African, White and Asian, White and Black Caribbean (Mixed), British, Irish, Other White (White), Chinese, Other (Other Ethnic Group).

⁶ The protected characteristic of gender reassignment is defined by the Equality Act 2010 as “a person proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.” This is a personal process that may involve medical interventions such as counselling, psychotherapy, hormone therapy or surgery, but does not have to. NB: It is generally held that transgender people disguise their features or clothing to resemble their preferred sex, whereas transsexual people wish to change their body to completely resemble their preferred sex.

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
	Gay or Lesbian				
Marriage and Civil Partnership	People who are married or in a civil partnership	Yes	As above		None identified

10. If you have identified any negative impacts (above) how can they be minimised or removed?

(This is a key section: Please deal with each negative impact noted above in turn.)

- No negative impacts have been identified.

11. Could the policy discriminate⁷ against any 'protected characteristic', either directly or indirectly⁸?

(Please read the footnotes below before completing this section.)

- No discrimination against people with any protected characteristic has been identified which would impact either directly or indirectly.

Summary and findings of Initial Equality Impact Assessment

12. Please put a tick in the relevant box to confirm your findings, and what the next step is:

⁷ The Council has a general duty to 'eliminate unlawful discrimination, harassment and victimisation'. Direct discrimination occurs when a person is treated less favourably than another in a comparable situation because of their 'protected characteristic' whether on grounds of age, disability, pregnancy and maternity, ethnicity; religion or belief; sex (gender), sexual orientation, or marriage and civil partnership. Indirect discrimination occurs when an apparently neutral provision or practice would nevertheless disadvantage people on the grounds of their 'protected characteristic'.

⁸ If you answer 'yes' to question 11 (above) you will need to complete this section *and* go on to complete Section 2 in order to conduct a full Equality Impact Assessment.

Findings	Action required
No negative impacts have been identified <input checked="" type="checkbox"/>	Sign off screening and finish.
Negative impacts have been identified but have been minimised or removed <input type="checkbox"/>	Sign off screening and finish.
Negative impacts could not be minimised or removed <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.
There is insufficient evidence to make a judgement. <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.

13. Name and job title of person completing this form:

- Elizabeth Simpson – Estates Manager

14. Date of completion:

- 19/03/2018

15. Date for update or review of this screening:

- 19/03/2021