

Colchester Borough Council (Cabinet 9th August 2017)

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

Section 1: Initial Equality Impact Assessment

Name of policy to be assessed:

- **Colchester Northern Gateway Sports Hub**

NB: 'Policy' is meant broadly to mean policy, strategy, service, function, activity or decision.

1. What is the main purpose of the policy?

- To approve the funding package and financial details for the development of the sports and leisure hub north of the A12 at the Northern Gateway to include the relocation of the rugby club and playing pitches, creation of new cycling facilities and sports hall in a parkland setting
- To note that following further work on the proposed procurement route will be brought back to members for approval and that the scheme requires planning consent
- To note that it has been agreed at a previous cabinet meeting that the partial development of the Mill Road rugby club site for a mix of residential uses can provide enabling funding subject to a suitable housing delivery model, financial implications and risk management and that a previous business plan was approved in November 2016.

2. What main areas or activities does it cover?

- Creation of new public sports and leisure facilities including a sports hall, rugby pavilion and outdoor sports and recreation for use by clubs and the local community and including future potential work with health providers

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

- No changes to existing policy but the project addresses many of the needs identified in the borough Playing Pitch and Leisure Facilities Strategy 2015

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

- Borough residents including new residents and occupiers of proposed new housing development
- Ward Councillors in Mile End and Highwoods Ward
- Myland Community Council
- Sports and leisure users from across the county and sub region
- Local sports clubs and governing bodies
- Borough schools and other education institutions
- Health providers and potentially special/needs user groups

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

- Improved and new, accessible sports and recreation facilities
- Increased participation in sport and physical activity amongst Borough residents able to benefit from a new sports facility
- Improved healthy lifestyles as a result of opportunities for physical activity and outdoor recreation including working with health providers where possible
- New housing with a range of tenures including affordable housing, specialist extra care housing and potentially some self-build housing on part of the Mill Road site which is required too as enabling development for the sports scheme.
- A new leisure destination that is viable and is environmentally sustainable and will enhance the opportunities for recreation for all members of the community

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

- Borough sports and leisure services
- Planning policy and development management
- Finance internal, and external funding agencies
- Legal regarding structuring the leisure operations model
- External development consultants advising on viability, technical and overall planning aspects
- Sports governing bodies, clubs, County Cricket Board, Rugby Football Union and Sport England
- Borough Sports Board and Active Essex/Colchester

- Procurement Framework services
- External technical, environmental and cost consultants

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?

- Consultation on the Master Plan for the northern gateway area was well received and was endorsed by the Local Plan Committee on 15th August 2016 setting out the framework for the development of the whole area
- The proposal is included in the Local Plan referred Options.

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):

¹ Click 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 provision of facilities will ensure full access across the site and buildings, equal access to booking facilities for any group of people who share a 'protected characteristic', provision of activity programmes and general support to groups with particular needs identified e.g. wheelchair sports users and health referral programmes

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

- Providing a range of accessible sports and leisure facilities
- Provision of a range of housing types and tenures including specialist housing

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

- Providing opportunity for shared activities, and improved facilities for sports clubs to broaden the membership and open up opportunities for health activities for people or groups of people not necessarily attracted to formal sports

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	It is proposed to have daytime sport and leisure activity and healthy lifestyle programmes targeted at older people including working with the local U3A; specialist housing in particular will cater for specific needs of this age group		None identified

	Younger people (1725)	Yes	The range of facilities particularly the provision of cycling facilities and fitness will attract young adults		None identified
	and children (0-16)	Yes	The facilities will enable clubs to expand their membership to include more children in coaching programmes and the development of talent; additional access for schools' use; learn-to-ride cycle facility targeted (but not confined to) at younger children		
Disability	Physical	Yes	There will be daytime sport and leisure activity and healthy lifestyle		None identified
	Sensory	Yes			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
	Learning	Yes	programmes targeted at groups of people with different special needs		None identified
	Mental health issues	Yes			None identified
	Other – <i>specify</i>				
Ethnicity ⁵	White		None identified		None identified
	Black		None identified		None identified
	Chinese		None identified		None identified
	Mixed Ethnic Origin		None identified		None identified
	Gypsies/ Travellers		None identified		None identified
	Other – <i>please state</i>				

⁵ National Census 2011 categories are: Bangladeshi, Indian, None identified

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).

Language	English not first language		None identified		None identified
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks		None identified although working alongside health providers could provide focused programmes that support this group. Potential provision of young children's play area will help all carers of young children		None identified
Religion or Belief	People with a religious belief (or none)		None identified; multi-use community meeting space proposed to be provided as part of residential uses.		None identified
Sex	Men		None identified		None identified
	Women		None identified		None identified
Gender Reassignment ⁶	Transgender/ Transsexual		None identified		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
Sexual Orientation	Bisexual, Heterosexual, Gay or Lesbian		None identified		None identified
Marriage and Civil Partnership	People who are married or in a civil partnership		None identified		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.)

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

- There are no negative impacts identified

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

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

- No, there will be full and equal access to the sports and leisure facilities for all members of the community

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.

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.

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:

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 N/A <input type="checkbox"/>	Sign off screening and finish.
Negative impacts could not be minimised or removed N/A <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.

There is insufficient evidence to make a judgement. N/A

Sign off screening and complete a full impact assessment – Section 2.

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

- Lois Bowser, Project Manager

14. Date of completion:

- 31st July 2017

15. Date for update or review of this screening:

- N/A