

Colchester Borough Council

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

Section 1: Initial Equality Impact Assessment

Name of policy to be assessed:

- Decision by Portfolio Holder for Leisure and Communities to lease the artificial pitch and building on Shrub End Sports Ground to Colchester United FC Football in the Community.

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

1. What is the main purpose of the policy?

- The decision to lease this sports facility to a suitable tenant will mean the property gets managed properly and a programme of sporting (mainly football) activity gets delivered on site for years to come

2. What main areas or activities does it cover?

- See (1) above.

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

- No – just new tenants delivering similar activity

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

- All residents of the Borough with an interest in playing football

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

- An important piece of Council public open space being managed effectively with lots of sporting activity taking place

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

- The Zones Team at CBC provide the landlord function relating to the building and grounds maintenance. The sporting project is delivered in partnership with the Essex FA, the FA, the Football Foundation and Sport England.

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?

- We know that the facility is very well used by customers and it is expected that this decision to enter into a lease with CUFC FITC will increase this use even further.

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

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 not?³
- (c) foster good relations between people who share a protected characteristic and those who do not?⁴

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

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.

²The 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.

³This 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.

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

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 proposed lease will include terms which will help to ensure that the facility will be open and accessible to all groups therefore helping to eliminate discrimination against any group.

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

- The proposed lease will include terms which will help to ensure that the facility will be open and accessible to all groups therefore helping to 'advance equality of opportunity'.

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

- The proposed lease will include terms which will help to ensure that the facility will be open and accessible to all groups. This could help to 'advance understanding' and 'tackle prejudice' which would assist in fostering good relations.

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+)	X	The proposed lease will include terms to help ensure that the facility will be open and accessible to all groups		None identified
	Younger people (17-25) and children (0-16)	X	As above		None identified
Disability	Physical	X	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
	Sensory	X	As above		None identified
	Learning	X	As above		None identified
	Mental health issues	X	As above		None identified
	Other – <i>specify</i>				
Ethnicity ⁵	White	X	As above		None identified
	Black	X			None identified
	Chinese	X	As above		None identified
	Mixed Ethnic Origin	X	As above		None identified
	Gypsies/ Travellers	X	As above		None identified
	Other – <i>please state</i>				
Language	English not first language	X	As above		None identified
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks	X	As above		None identified
Religion or Belief	People with a religious belief (or none)	X	As above		None identified
Sex	Men	X	As above		None identified
	Women	X	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).

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
Gender Reassignment ⁶	Transgender/ Transsexual	X	As above		None identified
Sexual Orientation	Bisexual, Heterosexual, Gay or Lesbian	X	As above		None identified
Marriage and Civil Partnership	People who are married or in a civil partnership	X	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.)

- Not applicable

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

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

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.

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.

- No

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 <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:

- Simon Grady

14. Date of completion:

- 4 March 2015

15. Date for update or review of this screening:

- Not applicable.