

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:

- **Leisure World Colchester Strategy and Business Plan 2016 - 2020**

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

1. What is the main purpose of the policy?

- **To request investment to extend and refurbish facilities at Leisure World Colchester**

2. What main areas or activities does it cover?

- **Leisure World Colchester**

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

- **No**

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

- **Customers – members and casual users - of Leisure World Colchester**
- **Borough households/ council tax payers**
- **Staff**

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

- **Development of Leisure World Colchester to ensure it can grow and maintain its market share, helping to improve opportunities for sport and the overall health of borough residents**

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

- **No**

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?

- **The Strategy and Business Plan responds directly to customer demand and feedback. It is built upon meeting customer's needs for the period 2016-20**

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 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.

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.

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

- **The Strategy and Business Plan does not specifically assist us in meeting the above aim**

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

- **Leisure World Colchester facilities are available to the whole community, regardless of gender, gender reassignment, disability, sexual orientation, religion or belief, age and ethnicity; on a pay-as-you-go basis as well as via membership. Concession rates are available and are based on entitlement to national means tested benefits, giving those on low income the opportunity to access good quality sport and leisure facilities.**


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

- **Leisure World Colchester facilities are available to the whole community, regardless of gender, gender reassignment, disability, sexual orientation, religion or belief, age and ethnicity. This encourages integration, and therefore the opportunity to foster better relations between those who share a protected characteristic and those who do not.**

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
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'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+)		Leisure World Colchester facilities are available to the whole community, regardless of gender, gender reassignment, disability, sexual orientation, religion or belief, age and ethnicity. Investment to improve the facilities could encourage more people, including those from "Protected characteristic groups", to use the centre and increase their participation in physical activity.		None identified
	Younger people (17-25) and children (0-16)		As above		
Disability	Physical		As above		As above
	Sensory		As above		As above
	Learning		As above		As above
	Mental health issues		As above		As above
	Other – <i>specify</i>		As above		As above
Ethnicity ⁵	White		As above		As above
	Black		As above		As above
	Chinese		As above		As above
	Mixed Ethnic Origin		As above		As above
	Gypsies/ Travellers		As above		As above
	Other – <i>please state</i>		As above		As above
Language	English not first language		As above		As above

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
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks		As above		As above
Religion or Belief	People with a religious belief (or none)		As above		As above
Sex	Men		As above		As above
	Women		As above		As above
Gender Reassignment ⁶	Transgender/ Transsexual		As above		As above
Sexual Orientation	Bisexual, Heterosexual, Gay or Lesbian		As above		As above
Marriage and Civil Partnership	People who are married or in a civil partnership		As above		As above

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.)

- **N/A**

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

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.

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

- **No**

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 <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:

- Ian Duggan – Sport & Leisure Business Development Team Leader

14. Date of completion:

- 02/09/2015

15. Date for update or review of this screening:

- N/A

If you have now signed off this full assessment, please send a copy to the relevant Head of Service and the Equality and Safeguarding Officer. You also need to arrange for it to be published on the Council's website [here](#) – under the relevant service area heading.