

Colchester Borough Council

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

Section 1: screening stage

Name of policy, service or strategy to be assessed:

- Purchasing of new gym equipment for Activa Fitness Centre at LWC.

1. What is the main purpose of the policy, service or strategy?

- To increase the equipment availability to all customers using Activa.

2. What main areas or activities does it cover?

- Sport and Leisure activities

3. Who are the main audience, users or customers who will be affected?

- Sport and Leisure customers (existing and new)
- Sport and Leisure staff

4. What outcomes do you want to achieve from the policy, service or strategy?

- Better availability of equipment
- Better customer service

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

- No

6. Does the policy, service or strategy help to further or facilitate to our 'general duty'¹ 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?
- (c) foster good relations between people who share a protected characteristic and those who do not?

- Yes

If you have answered 'no', please give details of the reasons for this decision:

- N/A

7. If you answered 'yes' to any of the sections in Question 6 (above), please complete the following in order to identify how the policy, practice or strategy furthers the aim of the 'general duty':

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?
Age	Older people (60+)		Additional equipment will increase availability to all. The preferred equipment provider has been assessed as having the best equipment accessibility for all groups and therefore helps us advance equality of opportunity.	
	Younger people (17-25) and children (0-16)		As above	

¹ these 3 points summarise the 'general duty' as it applies to public sector organisations in the Equality Act 2010

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.

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?
Disability	Physical	Preferred equipment provider has been assessed as having the best equipment accessibility for people with disabilities and therefore this decision helps us to eliminate discrimination.	As above	
	Sensory	As above	As above	
	Learning	As above	As above	
	Mental health issues	As above	As above	
	Other – <i>please specify</i>			
Ethnicity ³	White		As above	
	Black		As above	
	Chinese		As above	
	Mixed Ethnic Origin		As above	
	Gypsies/ Travellers		As above	
	Other – <i>please state</i>			
Language	English not first language		As above	
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks		As above	
Religion or Belief	People with a religious belief (or none) ⁴		As above	
Sex	Men		As above	
	Women		As above	

³ 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).

⁴ For example, Buddhist, Christian, Hindu, Jewish, Muslim, Sikh or no religious belief.

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?
	Transsexual / gender reassignment		As above	
Sexual Orientation	Lesbian, gay and bisexual		As above	
Marriage and Civil Partnership ⁵	People who are single, married or in a civil partnership		not applicable	not applicable

8. Are there any concerns that the policy, service or strategy could have a differential impact in terms of equality?

- No

⁵ Our legal duty in respect of 'marriage or civil partnership' extends only to the need to eliminate unlawful discrimination.

Please use the table below to indicate how the policy, service or strategy could have a positive or negative effect on any of the following equality groups (known under the Equality Act as 'protected characteristics'). Include reference to any consultation, data or information that you have used in making this assessment about positive or negative effects.

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
Age	Older people (60+)	X	Increased equipment availability will provide a more efficient and accessible service.	Potential negative impact that older people will be less likely to use the new equipment due to unfamiliarity	
	Younger people (17-25) and children (0-16)	X	As above		
Disability	Physical	X	As above	Potential negative impact that people with disabilities will be less likely to use the new equipment due to unfamiliarity	
	Sensory	X	As above	As above	
	Learning	X	As above	As above	
	Mental health issues	X	As above	As above	
	Other – <i>please specify</i>				
Ethnicity	White	X	As above		
	Black	X	As above		
	Chinese	X	As above		
	Mixed Ethnic Origin	X	As above		
	Gypsies/ Travellers	X	As above		
	Other – <i>please state</i>				
Language	English not first language	X	As above		
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks	X	As above		

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
Religion or Belief	People with a religious belief (or none)	X	As above		
Sex	Men	X	As above		
	Women	X	As above		
	Transsexual / gender reassignment	X	As above		
Sexual Orientation	Lesbian, gay and bisexual	X	As above		
Marriage and Civil Partnership	People who are single, married or in a civil partnership	X	As above		

9. Could the policy, service or strategy discriminate⁶ against any 'protected characteristic', either directly or indirectly?

- No

10. If you have identified any negative impacts above, have you been able to minimise or remove them, and if so, how?

- The preferred equipment provider has been assessed as having the best equipment accessibility and the existing equipment will still be available to use so the negative impacts identified have been minimised

Summary and findings of Initial Equality Impact Assessment – screening stage

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

Findings	Action required
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⁶ 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' unless the practice can be objectively justified by a legitimate aim.

No likely negative impacts have been identified and this has been justified with reference to consultation, data or information.	Sign off screening and finish.
Likely negative impacts have been identified but have been minimised or removed. X	Sign off screening and finish.
Likely negative impacts were identified but have not been 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.

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

- [Brett Gooch, Business Manager Fitness](#)

13. Date of completion:

- [October 2012](#)

14. Date for update or review of this screening:

- [October 2015](#)