

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:

- Town Station Square

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

- To improve the urban landscape and to provide a public space at the forecourt to the Town Station

2. What main areas or activities does it cover?

- The development of the Town Station approach area, including the removal of the parking and drop off areas to form a new pedestrian space
- Works include new paving, seating, lighting and bespoke artwork for, guarding/gates and feature rails.

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

- Residents of, and visitors to, Colchester
- Users of local facilities including the Magistrates Court and Town Station.

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

- To provide an attractive and accessible public space
- To allow the safe flow of pedestrians through the square

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

- CBC Finance
- CBC Planning
- CBC Parking Services
- English Heritage
- Essex County Council – Highways
- Network Rail
- Train Operating Company
- HM Courts Service

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

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.

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':

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+)	Potential for harassment – by creating an attractive, well lit urban space of a high quality positive behaviour will be promoted reducing the likelihood of this group being harassed.		Creating a new public space could help foster good relations by providing a new space where people can mix and socialise.
	Younger people (17-25) and children (0-16)	Potential for harassment – by creating an attractive, well lit urban space of a high quality positive behaviour will be promoted reducing the likelihood of this group being harassed.		Creating a new public space could help foster good relations by providing a new space where people can mix and socialise.
Disability	Physical	Potential for harassment – by creating an attractive urban space of a high quality positive behaviour will be promoted reducing the likelihood of this group being harassed.		Creating a new public space could help foster good relations by providing a new space where people can mix and socialise.
	Sensory			
	Learning			
	Mental health issues			
	Other – <i>please specify</i>			

'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'?
Ethnicity ³	White	Potential for harassment – by creating an attractive urban space of a high quality positive behaviour will be promoted reducing the likelihood of these groups being harassed.		Creating a new public space could help foster good relations by providing a new space where people can mix and socialise.
	Black			
	Chinese			
	Mixed Ethnic Origin			
	Gypsies/ Travellers			
	Other – <i>please state</i>			
Language	English not first language			
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks			
Religion or Belief	People with a religious belief (or none) ⁴	Potential for harassment – by creating an attractive urban space of a high quality positive behaviour will be promoted reducing the likelihood of this group being harassed.		Creating a new public space could help foster good relations by providing a new space where people can mix and socialise.
Sex	Men			

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'?
	Women	Potential for harassment – by creating an attractive urban space of a high quality positive behaviour will be promoted reducing the likelihood of this group being harassed.		
	Transsexual / gender reassignment			
Sexual Orientation	Lesbian, gay and bisexual	Potential for harassment – by creating an attractive urban space of a high quality positive behaviour will be promoted reducing the likelihood of this group being harassed.		Creating a new public space could help foster good relations by providing a new space where people can mix and socialise.
Marriage and Civil Partnership ⁵	People who are single, married or in a civil partnership			

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

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

- Yes

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	All groups will benefit from an improvement to the urban landscape arising from this policy.	X	Due to the constraints of the site a drop-off area is not included which could impact negatively on this group as older people are more likely to have mobility problems.
	Younger people (17-25) and children (0-16)	X	All groups will benefit from an improvement to the urban landscape arising from this policy.		

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
Disability	Physical	X	<p>All groups will benefit from an improvement to the urban landscape arising from this policy.</p> <p>The policy includes features to maximise accessibility for this group including level surfaces, the design of a clear, unobstructed route to the station platform and ticket office.</p> <p>There will be one disabled parking bay to promote access for this group.</p>	X	<p>Due to the constraints of the site a drop-off area is not included which could impact negatively on this group.</p>
	Sensory	X	<p>All groups will benefit from an improvement to the urban landscape arising from this policy.</p> <p>The policy includes features to maximise accessibility for this group including level surfaces, the design of a clear, unobstructed route to the station platform and ticket office.</p> <p>The design includes clear contrast between background tones and street furniture.</p>	X	<p>Street furniture that follows the line of the station building could restrict access for this group.</p> <p>During the construction phase, it is recognised that there will be a degree of unavoidable disruption to pedestrian routes which could impact negatively on this group.</p>

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
	Learning	X	All groups will benefit from an improvement to the urban landscape arising from this policy.		
	Mental health issues	X	All groups will benefit from an improvement to the urban landscape arising from this policy.		
	Other – <i>please specify</i>				
Ethnicity	White	X	All groups will benefit from an improvement to the urban landscape arising from this policy.		
	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		
Religion or Belief	People with a religious belief (or none)	X	As above		
Sex	Men	X	As above		

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
	Women	X	All groups will benefit from an improvement to the urban landscape arising from this policy. Lighting is compliant with relevant regulations to enhance the security of this group.		
	Transsexual / gender reassignment	X	All groups will benefit from an improvement to the urban landscape arising from this policy.		
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?

- Older people and people with a physical disability - There is no drop-off area planned for the site which could impact negatively on this group:

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.

The policy is designed to allow the safe flow of pedestrians through the square and vehicular access has not been possible within the constraints of this site. A request for a drop-off point was submitted to Essex Highways by the Council but was refused for reasons of safety and the management of traffic flows.

- Younger people - The policy does not include on-site cycle racks. This could potentially impact younger people more than other groups as they are more likely to cycle.

It has not been possible to negotiate with the train operating company for the provision of cycle racks. Additional cycle racks will however be installed near the entrance to Britannia car park.

- People with a physical disability - The planned seating being with a back rest and arm support, whilst benefiting many groups including those requiring lumbar support, may not be suitable for all some individuals within this group.

Reference has been made to guidance provided by The Guide Dogs for the Blind Association on their website

No design will meet all possible needs within this group, and it is felt that the preferred design will meet the majority of needs within the resources available.

- People with a sensory disability – Street furniture that follows the line of the station building could restrict access for this group: The location of the street furniture is considered to be necessary as it clearly marks an unobstructed route from the public pavement to the ticket office and platforms.

This also reflects guidance provided by the Department for transport at: - <http://www2.dft.gov.uk/transportforyou/access/peti/inclusivemobility.html>

Guidance provided by The Guide Dogs for the Blind Association has also been adopted as far as practical. See: - <http://www.guidedogs.org.uk/supportus/campaigns/streets-ahead/information-for-street-designers-and-councils/>

- People with a sensory disability – During the construction phase, it is recognised that there will be a degree of unavoidable disruption to pedestrian routes which could impact negatively on this group.

Construction has been phased to maintain pedestrian access in accordance with governing regulations.

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
No likely negative impacts have been identified and this has been justified with reference to consultation, data or information. <input type="checkbox"/>	Sign off screening and finish.
Likely negative impacts have been identified but have been minimised or removed. <input checked="" type="checkbox"/>	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:

- Neil Hopkins, Regeneration Project Co-ordinator

13. Date of completion:

- 31/07/13

14. Date for update or review of this screening:

- July 2016

If you have now signed off this screening form, Section Two is not required and you should remove Section Two from this document, along with these two paragraphs in italics. Please send a copy to the relevant Head of Service and the Equality and Diversity Officer. You also need to arrange for it to be published on the Council's website [here](#) – under the relevant service area heading.