

## Colchester Borough Council

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

#### Section 1: Initial Equality Impact Assessment

Name of policy/ decision to be assessed: **Responsible Dog Ownership**

1. *What is the main purpose of the policy?*

- To protect public health and discharge the Council's responsibilities regarding dog related matters

2. *What main areas or activities does it cover?*

- To educate dog owners in the principles of responsible dog ownership
- To raise awareness of the legal responsibilities associated with dog ownership and breeding
- To provide information and advice to dog owners to enable and support compliance with the law
- To reduce the social and environmental impact of stray and abandoned dogs on our communities
- To work with partners and communities to ensure that stray dogs are reunited with their owners or re-homed as swiftly as possible
- To reduce the incidence of dog fouling,

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

- No changes to existing policy

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

- All dog owners, and some residents and businesses within the Borough of Colchester

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

- To educate dog owners in the principles of responsible dog ownership

- To raise awareness of the legal responsibilities associated with dog ownership and breeding
- To provide information and advice to dog owners to enable and support compliance with the law
- To reduce the social and environmental impact of stray and abandoned dogs on our communities
- To work with partners and communities to ensure that stray dogs are reunited with their owners or re-homed as swiftly as possible
- To reduce the incidence of dog fouling
- To work with partners to reduce the incidence of dog attacks in the Borough
- To clarify and raise awareness of Colchester Borough Council's role and responsibilities with regards to dogs, and those of our key partners including Essex Police and the RSPCA,
- To share intelligence with key partners and wherever possible, work in partnership, pooling resources to promote responsible dog ownership and secure compliance with the law
- To ensure that robust enforcement action is taken where appropriate.

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

- The RSPCA
- Essex Police
- CBC Environment Services (waste and zones)

7. Are you aware of any relevant information, data, surveys or consultations<sup>1</sup> which help us to assess the likely or actual impact of the policy upon customers or staff?

Responsible Dog Ownership is to be discussed at a meeting of the Policy and Public Initiatives Panel in June 2019

8. The 'general duty' states that we must have "due regard" to the need to:

- eliminate unlawful discrimination, harassment and victimisation
- advance equality of opportunity between people who share a 'protected characteristic'<sup>2</sup> and those who do not<sup>3</sup>

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<sup>1</sup>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.

(c) foster good relations between people who share a protected characteristic and those who do not<sup>4</sup>

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 ‘foster good relations...’ in the following way(s):

- All CBC dog owners will have access to a free dog microchipping service. A dog which is chipped, and the contact details are kept updated will be promptly reunited with their owner if they stray

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+)				
	Younger people (17-25) and children (0-16)				
Disability	Physical				
	Sensory				
	Learning				
	Mental health issues				

<sup>2</sup> 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.

<sup>3</sup> 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.

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

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
	Other – <i>specify</i>				
Ethnicity <sup>5</sup>	White				
	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)				
Sex	Men				
	Women				
Gender Reassignment <sup>6</sup>	Transgender/ Transsexual				
Sexual Orientation	Bisexual, Heterosexual, Gay or Lesbian				
Marriage and	People who are				

<sup>5</sup> 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).

<sup>6</sup> 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.

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
Civil Partnership	married or in a civil partnership				

10. If you have identified any negative impacts (above) how can they be minimised or removed?

No negative impacts have been identified

11. Could the policy discriminate<sup>7</sup> against any 'protected characteristic', either directly or indirectly<sup>8</sup>?

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:

<sup>7</sup> 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'.

<sup>8</sup> 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.

- Belinda Silkstone

14. Date of completion:

- 15 May 2019

15. Date for update or review of this screening:

15 May 2021

*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 Safeguarding Officer. You also need to arrange for it to be published on the Council's website [here](#) – under the relevant service area heading.*

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