

## 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:

- Events Policy

1. What is the main purpose of the policy?

- To lay out the Council's approach to hosting events on Council owned sites.

2. What main areas or activities does it cover?

Hosting all types of events including:

- Charity, commercial events
- Musical concerts and theatre
- Community fetes
- Sports events including fun runs; cycling events; cricket festival
- Food and drink festivals
- Civic events
- Funfairs, craft fairs and circuses
- Fireworks
- Private events such as weddings
- Political activities and Religious events
- Outdoor cinema
- Vehicle shows and historical re-enactments

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?

- The public
- Residents of the borough
- Council staff across different services

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

- Widen access to various events
- Enhance quality of life
- Attract visitors to bring investment to Colchester borough
- Preserve and enhance the historic and natural environment

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

- Within the Council: Licensing; Environmental Health; Community Initiatives; Colchester and Ipswich Museums Service
- Emergency Services especially Essex Police

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?

- No

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

(a) eliminate unlawful discrimination, harassment and victimisation?

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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.

- (b) advance equality of opportunity between people who share a 'protected characteristic'<sup>2</sup> and those who do not?<sup>3</sup>  
(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 'eliminate unlawful discrimination, harassment and victimisation' in the following way(s):

None identified.

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

- The Council does not charge a site fee for charities or voluntary/ community groups which particularly assist vulnerable groups within the 'protected characteristics'.

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

- The Council does not charge a site fee for charities or voluntary/ community groups which particularly assist vulnerable groups within the 'protected characteristics'. This can help to promote understanding and tackle prejudice.

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.*

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<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
Age	Older people (60+)		No disproportionate benefit is identified for this group		None identified
	Younger people (17-25) and children (0-16)		No disproportionate benefit is identified for this group	X	Some events may not be suitable for children.
Disability	Physical	X	The Council does not charge a site fee for charities or voluntary/ community groups. This may particularly benefit groups that represent people with disabilities.	X	There are potential problems of accessibility to events on open land.
	Sensory	X	As above	X	There are potential problems of accessibility to events on open land.
	Learning	X	As above	X	There are potential problems of accessibility to events on open land.
	Mental health issues	X	As above		None identified
	Other – <i>specify</i>				
Ethnicity <sup>5</sup>	White	X	No disproportionate benefit is identified for this group		None identified
	Black	X	The Council does not charge a site fee for charities or voluntary/ community groups. This may particularly benefit BME groups.		None identified
	Chinese	X	As above		None identified
	Mixed Ethnic Origin	X	As above		None identified
	Gypsies/ Travellers		No disproportionate benefit is identified for this group		None identified
	Other – <i>please state</i>				

<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).

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
Language	English not first language	X	The Council does not charge a site fee for charities or voluntary/ community groups. This may particularly benefit people whose first language is not English.	X	This policy is written in English
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks		No disproportionate benefit is identified for this group		None identified
Religion or Belief	People with a religious belief (or none)	X	The Council does not charge a site fee for charities or voluntary/ community groups. This may particularly benefit religious groups.		None identified
Sex	Men		No disproportionate benefit is identified for this group		None identified
	Women		No disproportionate benefit is identified for this group		None identified
Gender Reassignment <sup>6</sup>	Transgender/ Transsexual		No disproportionate benefit is identified for this group		None identified
Sexual Orientation	Bisexual, Heterosexual, Gay or Lesbian		No disproportionate benefit is identified for this group		None identified
Marriage and Civil Partnership	People who are married or in a civil partnership		No disproportionate benefit is identified for this group		None identified

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<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.

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.)*

**Children**

X	Some events may not be suitable for children.
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*Events that may not be suitable for children include comedy, film and drinks festivals and, where appropriate, the Council ensures that the organisers apply age restrictions to entrance.*

**People with disabilities**

Physical/ Mobility	There are potential problems of accessibility to events on open land.
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*Typical sites for events include parks, especially Castle Park in Colchester, in which consideration has been given to the layout, access, surfaces, signage and facilities for people with disabilities.*

Sensory	There are potential problems of accessibility to events on open land.
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*Typical sites for events include parks, especially Castle Park in Colchester, in which consideration has been given to the layout, access, surfaces, signage and facilities for people with disabilities.*

Learning	There are potential problems of accessibility to events on open land.
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*Typical sites for events include parks, especially Castle Park in Colchester, in which consideration has been given to the layout, access, surfaces, signage and facilities for people with disabilities.*

English not first language	This policy is written in English
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*Members of the public are encouraged to access the policy and use the Council's online translation tool.*

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

No

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

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<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.

## 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 type="checkbox"/>	Sign off screening and finish.
<b>Negative impacts have been identified but have been minimised or removed X</b>	<b>Sign off screening and finish.</b>
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:

- Will Jenkins

14. Date of completion:

- October 2014

15. Date for update or review of this screening:

- October 2017