

## 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:

- Work Plan for Gosbecks Archaeological Park 2013 - 2016

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

- To ensure the effective management, development and funding of Gosbecks Archaeological Park over the next three years in accordance with the long term site management plan.
- The effective management of Gosbecks Archaeological Park contributes to the quality of life for local people and visitors to Colchester.

2. What main areas or activities does it cover?

- Healthy lifestyles – through providing opportunities for formal and informal recreation
- Creating a safer Colchester – by encouraging greater use of outdoor space and an upward spiral of confidence
- Lifelong learning - by engaging people both young and old and developing the sites unique heritage for all to understand and enjoy
- Community development – the site has a large user group of dog walkers which creates a shared enjoyment of the site and a facility where community interaction is apparent.
- Congestion busting – through encouragement of walking routes

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

- Residents of Colchester Borough – specifically those who visit or may wish to visit open spaces and participate in green exercise, natural play and dog walking

- Residents and visitors to the Borough wishing to experience one of the unique heritage

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

- To confirm funding for the work plan over the next three years
- To approve the proposed work plan for 2013 – 2016

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

- Business tenant farmer
- Colchester Natural History Society
- Environment Agency
- Essex Police
- Essex Wildlife Trust
- Natural England
- Rural Payments Agency

6. How does the policy, service or strategy help to further or facilitate to our 'general duty'<sup>1</sup> to:

- (a) eliminate unlawful discrimination, harassment and victimisation?
- (b) advance equality of opportunity between people who share a 'protected characteristic'<sup>2</sup> and those who do not?
- (c) foster good relations between people who share a protected characteristic and those who do not?

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'? |
|----------------------------------|--|--|---|--|
|----------------------------------|--|--|---|--|

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

<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.

| '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+)                         |  | By protecting the land from development and retaining it as freely accessible open space for formal and informal recreational land in perpetuity, all groups including equality target groups will have continued unrestricted and free access and benefit from the opportunities that such access provides. |  |
|                                  | Younger people (17-25) and children (0-16) |  | Ditto  |  |
| Disability                       | Physical                                   |  | Ditto  |  |
|                                  | Sensory                                    |  | Ditto  |  |
|                                  | Learning                                   |  | Ditto  |  |
|                                  | Mental health issues                       |  |  |  |
|                                  | Other – <i>please specify</i>              |  | Ditto  |  |
|                                  |  |  |  |  |
| Ethnicity <sup>3</sup>           | White                                      |  | Ditto  |  |
|                                  | Black                                      |  | Ditto  |  |
|                                  | Chinese                                    |  | Ditto  |  |
|                                  | Mixed Ethnic Origin                        |  | Ditto  |  |
|                                  | Gypsies/ Travellers                        |  | Ditto  |  |
|                                  | Other – <i>please state</i>                |  |  |  |
| Language                         | English not first language                 |  | Ditto  |  |

<sup>3</sup> 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            |   | 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'? |
|---|---|--|---|--|
| Pregnancy and Maternity                     | Women who are pregnant or have given birth in last 26 weeks |  | Ditto   |  |
| Religion or Belief                          | People with a religious belief (or none) <sup>4</sup>       |  | Ditto   |  |
| Sex   | Men   |  | Ditto   |  |
|   | Women   |  | Ditto   |  |
|   | Transsexual / gender reassignment                           |  | Ditto   |  |
| Sexual Orientation                          | Lesbian, gay and bisexual                                   |  | Ditto   |  |
| Marriage and Civil Partnership <sup>5</sup> | People who are single, married or in a civil partnership    |  | not applicable  | not applicable   |

<sup>4</sup> For example, Buddhist, Christian, Hindu, Jewish, Muslim, Sikh or no religious belief.

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

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

- No concerns about the differential impact of the management plan

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+)                         | ✓               | By protecting the land from development and retaining it as freely accessible open space for formal and informal recreational land in perpetuity, all groups including equality target groups will have continued unrestricted and free access and benefit from the opportunities that such access provides. |                 |   |
|                                  | Younger people (17-25) and children (0-16) | ✓               | Ditto  |                 |   |
| Disability                       | Physical                                   | ✓               | Ditto  |                 |   |
|                                  | Sensory                                    | ✓               | Ditto  |                 |   |
|                                  | Learning                                   | ✓               | Ditto  |                 |   |
|                                  | Mental health issues                       | ✓               | Ditto  |                 |   |
|                                  | Other – <i>please specify</i>              |                 |  |                 |   |
| Ethnicity                        | White                                      | ✓               | Ditto  |                 |   |
|                                  | Black                                      | ✓               | Ditto  |                 |   |

| 'Protected characteristic' group |   | Positive Impact | Explain how it could benefit the group | Negative Impact | Explain how it could disadvantage the group |
|----------------------------------|---|-----------------|--|-----------------|---|
|                                  | Chinese   | ✓               | Ditto                                  |                 |   |
|                                  | Mixed Ethnic Origin   | ✓               | Ditto                                  |                 |   |
|                                  | Gypsies/ Travellers   | ✓               | Ditto                                  |                 |   |
|                                  | Other – <i>please state</i>                                 |                 |  |                 |   |
| Language                         | English not first language                                  | ✓               | Ditto                                  |                 |   |
| Pregnancy and Maternity          | Women who are pregnant or have given birth in last 26 weeks | ✓               | Ditto                                  |                 |   |
| Religion or Belief               | People with a religious belief (or none)                    | ✓               | Ditto                                  |                 |   |
| Sex                              | Men   | ✓               | Ditto                                  |                 |   |
|                                  | Women   | ✓               | Ditto                                  |                 |   |
|                                  | Transsexual / gender reassignment                           | ✓               | Ditto                                  |                 |   |
| Sexual Orientation               | Lesbian, gay and bisexual                                   | ✓               | Ditto                                  |                 |   |
| Marriage and Civil Partnership   | People who are single, married or in a civil partnership    | ✓               | Ditto                                  |                 |   |

8. Could the policy, service or strategy discriminate<sup>6</sup> against any 'protected characteristic', either directly or indirectly?

- No. Adoption of the work plan will not discriminate against vulnerable groups. Improved service delivery will arise when elements of the Schedule of works is implemented.

<sup>6</sup> 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.

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

- No negative impacts.

### Summary and findings of Initial Equality Impact Assessment – screening stage

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

| Findings  | Action required   |
|---|---|
| <input checked="" type="checkbox"/> 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.  |
| <input type="checkbox"/> Likely negative impacts have been identified but have been minimised or removed. <input type="checkbox"/>  | Sign off screening and finish.  |
| <input type="checkbox"/> 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. |
| <input type="checkbox"/> There is insufficient evidence to make a judgement. <input type="checkbox"/>   | Sign off screening and complete a full impact assessment – Section 2. |

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

- Paul Vickers, Countryside Sites Manager

12. Date of completion:

- 07/03/13

13. Date for update or review of this screening:

- 07/03/16