

## 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:

To award a grant of £1,000 to set up Colchester's new Keep Safe Project.

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

To provide £1,000 as a contribution to set up the new Keep Safe Project for Colchester.

2. What main areas or activities does it cover?

The main activities will include:

- A consultation day to be held on 31 January where attending organisations such as MENCAP and their members will be asked to:
  - identify which shops / other venues they would like to be part of the scheme
  - design the logos and materials
  - develop the keep safe guidelines that venues will use
- These shops/venues will then be approached to participate in the scheme by providing a phone that members can use to call for help when they are in trouble or distressed. These venues will display a 'keep safe' sticker to denote they are part of the scheme;
- People with a learning disability who join the scheme will carry a key fob and card with contact details. Joining the scheme will not cost them anything;
- Keep Safe awareness sessions will be organised for partners such as police and local businesses. People with learning disabilities will help to deliver these sessions

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

Residents with learning disabilities will be the main users of this new service.

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

Residents with learning disabilities will feel safe in the town centre both during the day and in the evening.

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

- Braintree District Council
- Castlepoint District Council
- Organisations in Colchester whose users/members have learning disabilities
- Local businesses in the town centre
- SOS Bus
- Pubwatch

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'?
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<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+)		All people in these categories who have a learning disability will be able to access this service.	
	Younger people (17-25) and children (0-16)			
Disability	Physical			
	Sensory			
	Learning	This particular group will benefit from this project as it will assist them in seeking help when they are distressed or in trouble when in the town centre.		
	Mental health issues			
	Other – <i>please specify</i>			
Ethnicity <sup>3</sup>	White			
	Black			
	Chinese			
	Mixed Ethnic Origin			
	Gypsies/ Travellers			
	Other – <i>please state</i>			

<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'?
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) <sup>4</sup>			
Sex	Men			
	Women			
Sexual Orientation	Lesbian, gay and bisexual			
Marriage and Civil Partnership <sup>5</sup>	People who are single, married or in a civil partnership			

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

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.

<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.

'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+)	Yes	Anyone in this group who has a learning disability will be able to access this service.	None	No disadvantages identified.
	Younger people (17-25) and children (0-16)	Yes	As above.	As above	As above
Disability	Physical	Yes	As above	As above	As above
	Sensory	Yes	As above	As above	As above
	Learning	Yes	This project targets this group and will have a positive impact as it seeks to assist them when they are in trouble or distressed.	As above	As above
	Mental health issues	Yes	As above	As above	As above
	Other – <i>please specify</i>	Yes	As above	As above	As above
Ethnicity	White	Yes	As above	As above	As above
	Black	Yes	As above	As above	As above
	Chinese	Yes	As above	As above	As above
	Mixed Ethnic Origin	Yes	As above	As above	As above
	Gypsies/ Travellers	Yes	As above	As above	As above
	Other – <i>please state</i>	Yes	As above	As above	As above
Language	English not first language	Yes	As above	As above	As above
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks	Yes	As above	As above	As above
Religion or Belief	People with a religious belief (or none)	Yes	As above	As above	As above
Sex	Men	Yes	As above	As above	As above

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
	Women	Yes	As above	As above	As above
	Transsexual / gender reassignment	Yes	As above	As above	As above
Sexual Orientation	Lesbian, gay and bisexual	Yes	As above	As above	As above
Marriage and Civil Partnership	People who are single, married or in a civil partnership	Yes	As above	As above	As above

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

We confirm that the policy, service or strategy would not discriminate against any protected characteristic either directly or indirectly.

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

Non applicable.

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<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.

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

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

Bridget Tighe, Community Initiatives Manager

12. Date of completion:

10 January 2013

13. Date for update or review of this screening:

10 January 2016