

## 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 agree to negotiate a lease for the ex-MOD gymnasium building with the Abbeyfield Community Church.

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

- To enable the Abbeyfield Community Church to lease and manage the building as a community centre.

2. What main areas or activities does it cover?

- Negotiating and agreeing a lease with the Abbeyfield Community Church.

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

- The Abbeyfield Community Church and the local residents on the new Garrison Urban Village development and residents in wider Colchester.

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

- To provide both the local and wider community with a community centre where activities can take place and services can be delivered.

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

- CBC Estates Services, CBC Legal Services, Abbeyfield Community Church.

6. 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?

- Yes, as it will provide both the local and wider community with a community centre where activities can take place and services can be delivered. The Abbeyfield Community Church will need to produce an Equality Impact Assessment of how the building will deliver these activities and services, both in terms of the physical building and of the operational management. This requirement for equality and diversity to be made an integral part of the planning and delivery at all stages of the new centre will be a condition of the refurbishment grant. The aim of the Equality Impact Assessment is to ensure that the new centre makes a real difference to the local and wider community, and helps to further our joint responsibility in the 'general duty' as above.

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

- No – the Equality Impact Assessment as outlined above will ensure that equality and diversity are an integral part of the centre itself, and the services and activities it offers.

8. Could the policy, service or strategy discriminate<sup>3</sup> against any 'protected characteristic', either directly or indirectly?

- No. The centre will be open to all residents, and the refurbishment will be carried out in line with Section 106/planning and building regulations in terms of access.

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

- N/A

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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.

<sup>3</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

11. Please indicate *Yes* or *No* 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. <i>Yes</i>	Sign off screening and finish.
Likely negative impacts have been identified but have been minimised or removed. <i>Yes/No</i>	Sign off screening and finish.
Likely negative impacts were identified but have not been minimised or removed. <i>Yes/No</i>	Sign off screening and complete a full impact assessment – Section 2.
There is insufficient evidence to make a judgement. <i>Yes/No</i>	Sign off screening and complete a full impact assessment – Section 2.

12. Name and job title of person completing this form: Bridget Tighe, Community Initiatives Manager

13. Date of completion: 16 August 2011

14. Date for update or review of this screening: 16 August 2012