

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 medical centre with the Mersea Road GP Surgery, the nominated health care provider by the North East Essex Primary Care Trust.

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

- To negotiate a lease with the Mersea Road GP Surgery for the ex-MOD medical centre so primary care services can be delivered from the premises to local residents.

2. What main areas or activities does it cover?

- Community health activities.

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

- The residents who will be able to access the services delivered as registered patients.

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

- To enable the provision of primary care services to be delivered to residents of the borough.

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

- CBC Estates Services, CBC Legal Services, NEEPCT, Mersea Road GP surgery, Portland Road GP surgery.

6. Does the policy, service or strategy help to further or facilitate to our 'general duty'¹ to:

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

- Yes, as this strategy will enable residents to access primary care services. The North East Essex Primary Care Trust will need to produce an Equality Impact Assessment of how the medical centre 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 medical centre makes a real difference to the local and wider community, and helps to further our joint responsibility in the 'general duty' as above.

8. 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 medical centre itself, and the services it offers.

9. Could the policy, service or strategy discriminate³ against any 'protected characteristic', either directly or indirectly?

- No – the Equality Impact Assessment as outlined above will ensure that equality and diversity are an integral part of the medical centre itself, and the services it offers. The centre's refurbishment will be carried out in line with Section 106/planning and building regulations in terms of access.

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

² 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.

³ 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.

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

- N/A

Summary and findings of Initial Equality Impact Assessment – screening stage

11. Please enter *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.	Sign off screening and finish.
Likely negative impacts were identified but have not been minimised or removed.	Sign off screening and complete a full impact assessment – Section 2.
There is insufficient evidence to make a judgement.	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