

## 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:

- Non Works Road Closures

*NB: 'Policy' is meant broadly to mean policy, strategy, service, function, activity or decision.*

1. What is the main purpose of the policy?

- To give instructions to CBC staff on how to plan and execute a non-works road closure.

2. What main areas or activities does it cover?

- Re-routing of traffic and in some cases of pedestrians to enable a particular event to take place safely.

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?

- CBC staff
- Members of the public including road users and pedestrians

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

- To ensure that road closures take place safely, and with the minimum impact on all members of the public including those with reduced mobility.

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

- Participants in Safety Action Group meetings including Fire, Police and Ambulance services; ECC Highways; other interested parties

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?

- This EqIA takes into account feedback received about the impact of road closures upon vulnerable groups including older people with reduced mobility.

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

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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.

<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.

The policy helps us to ‘eliminate unlawful discrimination, harassment and victimisation’ in the following way(s):

- The policy does not specifically help us to meet this aim

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

- The policy does not specifically help us to meet this aim

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

- Road closures are sometimes necessary in order for events to take place. Events can help to “foster good relations between people who share a protected characteristic and those who do not.”

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.*

‘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+)		None identified	X	Older people are more likely than other age groups to have a disability. People with a disability may be particularly disadvantaged by a road closure – see below.
	Younger people (17-25) and children (0-16)		None identified		None identified
Disability	Physical		None identified	X	People with a physical disability, particularly one that impairs mobility, may be particularly disadvantaged by a road closure.

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
	Sensory		None identified	X	People with a sensory disability may be particularly disadvantaged by a road closure.
	Learning		None identified	X	People with a learning disability may be particularly disadvantaged by a road closure.
	Mental health		None identified		None identified
	Other – <i>specify</i>				
Ethnicity <sup>5</sup>	White		None identified		None identified
	Black		None identified		None identified
	Chinese		None identified		None identified
	Mixed Ethnic Origin		None identified		None identified
	Gypsies/ Travellers		None identified		None identified
	Other – <i>please state</i>				
Language	English not first language		None identified		None identified
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks		None identified		None identified
Religion or Belief	People with a religious belief (or none)		None identified		None identified
Sex	Men		None identified		None identified
	Women		None identified		None identified
Gender Reassignment <sup>6</sup>	Transgender/ Transsexual		None identified		None identified

<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
Sexual Orientation	Bisexual, Heterosexual, Gay or Lesbian		None identified		None identified
Marriage and Civil Partnership	People who are married or in a civil partnership		None identified		None identified

10. If you have identified any negative impacts (above) how can they be minimised or removed?

We have amended the Council's SOP (Standard Operating Procedure) to formalise existing practice. The following paragraph has been added:

- *Reducing the impact upon vulnerable groups* - Road closures can have a disproportionate impact upon vulnerable groups including people with mobility, sensory or other disabilities. All CBC staff planning a road closure should consider, and seek to minimise, the impact upon vulnerable groups. This may be achieved through alternative access routes or adaptations that are both proportionate and reasonably practicable. Staff should contact a Zone Manager or the [Equality and Safeguarding Co-ordinator](#) if they need assistance.

We have amended the Council's Road Closure Notice to enable concerns by the public to be communicated direct to the planner. The following paragraph has been added:

- Colchester Borough Council recognises that a Road Closure may impact disproportionately upon those who are particularly vulnerable, for example due to a disability. If any member of the public has particular concerns they should please contact the Customer Services Centre on 01206 282700.

The Council's response might include alternative access routes or diversion, adaptations to the original plan in terms of barriers, signs or access points and/or signposting for appropriate support.

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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.

We already work with local bus companies who have the responsibility to ensure that alternative routes are arranged. We put up posters publicising our events, but it is the responsibility of the bus companies to ensure that sufficient and effective notice of alternative routes is communicated to customers including vulnerable groups.

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

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

- No

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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:

- Andy Williams (Zone Manager) and Andrew Harley (Equality and Safeguarding Co-ordinator)

14. Date of completion:

- September 2015

15. Date for update or review of this screening:

- September 2018