

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:

Provision of a community café at Old Heath Recreation Ground

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

1. What is the main purpose of the policy?

- To agree a lease for the provision of a community café from the former tennis pavilion at Old Heath Recreation Ground.

2. What main areas or activities does it cover?

- The lease that will facilitate this new community resource; the suitability of the building for its purpose; accessibility to the building by local residents.

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?

- Residents of New Town and Old Heath Wards

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

- To achieve a sustainable resource offering good value to the community

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

- The organisation delivering the service.

7. Are you aware of any relevant information, data, surveys or consultations¹ which help us to assess the likely or actual impact of the policy upon customers or staff?

- Two consultations, the first in 2012 and a follow up in 2014, have taken place asking local people their view on what activities should take place in and around the Old Heath Recreation Ground. Both consultations contained comments about a café project and how this facility would benefit the whole community as a venue to socialise.

If so provide details and include a link to the document or source where available.

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'² and those who do not³
- (c) foster good relations between people who share a protected characteristic and those who do not⁴

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':

¹Click 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.

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 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.

⁴ 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 café will be fully accessible including toilets for wheelchair users and people with limited mobility. The lighting and colour scheme pay due regard to people who are visually impaired. This can help to eliminate unlawful discrimination.

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

- The café will be fully accessible including toilets for wheelchair users and people with limited mobility. The lighting and colour scheme pay due regard to people who are visually impaired. This can help to advance equality of opportunity.

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

- The community café will provide meeting space for the community to socialise. GO4 will be offering activities and menus for the 60+ and for children and young people. The community café is fully accessible for wheelchair users and will include a toilet for disabled customers.

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+)	yes	GO4 will be offering activities and menus specifically aimed at the 60+ group	None	
	Younger people (17-25) and children (0-16)	yes	GO4 will be offering activities and menus specifically aimed at children and young people.	None	
Disability	Physical	yes	The community café is fully accessible for wheelchair users and people with limited mobility. It will also contain toilet facilities for disabled customers	None	

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
	Sensory	yes	The lighting and colour scheme pay due regard to people who are visually impaired.	None	
	Learning	yes	The community café will provide meeting space for the community to socialise	None	
	Mental health issues	yes	The community café will provide meeting space for the community to socialise	None	
	Other – <i>specify</i>				
Ethnicity ⁵	White	yes	The community café will provide meeting space for the community to socialise	None	
	Black	yes	As above	None	
	Chinese	yes	As above	None	
	Mixed Ethnic Origin	yes	As above	None	
	Gypsies/ Travellers	yes	As above	None	
	Other – <i>please state</i>			None	
Language	English not first language	yes	As above	None	
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks	yes	As above	None	
Religion or Belief	People with a religious belief (or none)	yes	As above	None	
Sex	Men	yes	As above	None	
	Women	yes	As above	None	
Gender Reassignment ⁶	Transgender/ Transsexual	yes	As above	None	

⁵ 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	yes	As above	None	
Marriage and Civil Partnership	People who are married or in a civil partnership	yes	As above	None	

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

(This is a key section: Please deal with each negative impact noted above in turn.)

- No

11. Could the policy discriminate⁷ against any 'protected characteristic', either directly or indirectly⁸?

- No

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:

⁶ 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.

⁷ 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'.

⁸ 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.

Findings	Action required
No negative impacts have been identified X	Sign off screening and finish.
Negative impacts have been identified but have been minimised or removed <input type="checkbox"/>	Sign off screening and finish.
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:

- Fay Mathers, Community Initiatives Officer

14. Date of completion:

- 8 October 2015

15. Date for update or review of this screening:

- N/A