

## 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:

- Summer Screen (Castle Park)

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

1. What is the main purpose of the policy?

- To ensure that safe entertainment is provided for the public

2. What main areas or activities does it cover?

- Showing of films and sport on a large outdoor screen

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?

- Members of the public including residents and non-residents of the borough
- Variety of age groups
- CBC staff

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

- Safe entertainment
- Meets the needs of the public

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

- Parks
- Events Department
- Zones
- Security firms
- Caterers

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?

- 2015 programme
- Feedback collated via Enjoy Colchester social media pages

*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'<sup>2</sup> and those who do not<sup>3</sup>

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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.

(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’:*

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

- The policy is not believed to specifically help us to meet this aim.

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

- The policy is not believed to specifically help us to meet this aim.

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

- The policy is not believed to specifically help us to meet this aim.

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+)                         | X               | Wimbledon coverage is particularly well attended by this group.  |                 | None identified  |
|                                  | Younger people (17-25) and children (0-16) | X               | The programme seeks to meet the needs of these groups. (Four of the five films are PG certificate or below.) |                 | None identified  |

<sup>4</sup> This involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding.

| 'Protected characteristic' group |   | Positive Impact | Explain how it could particularly benefit the group   | Negative Impact | Explain how it could particularly disadvantage the group                   |
|----------------------------------|---|-----------------|---|-----------------|--|
| Disability                       | Physical  | X               | Portable disabled toilets are provided for the programme.   | X               | This group may be more limited than other groups by uneven grass/ terrain. |
|                                  | Sensory   | X               | A frame has been provided around the screen to increase contrast for all viewers – although this will particularly benefit people with visual impairments. A better sound system has been provided which increases the quality of the experience for all groups – although this will particularly benefit people with a hearing impairment. | X               | No subtitles are provided  |
|                                  | Learning  |                 | None identified   |                 | None identified  |
|                                  | Mental health issues  |                 | 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  |

<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 |
|----------------------------------|--|-----------------|---|-----------------|--|
|                                  | Women  |                 | None identified                                     |                 | None identified  |
| Gender Reassignment <sup>6</sup> | Transgender/<br>Transsexual                      |                 | None identified                                     |                 | None identified  |
| Sexual Orientation               | Bisexual,<br>Heterosexual,<br>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?

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

*People with physical disabilities – This group may be more limited than other groups by uneven grass/ terrain.*

Staff will offer advice to wheelchair users of the most suitable viewing areas, being those on a flat, hard surface. A ramp will be installed at Lodge Gate entrance to ensure ease of access to the site for wheelchair users

*People with sensory disabilities – No subtitles are provided*

The use of subtitles in the programme has been considered, but it is thought that this would only have limited effectiveness and this would impact negatively upon the viewing experience of other users. The Saturday programme does however include sing-a-long subtitles.

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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.

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:

- Will Jenkins (Events Manager – Outdoor Events)

14. Date of completion:

- March 2016

15. Date for update or review of this screening:

- March 2019