

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:

- Disposal of Small Parcels of Housing Land

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

<https://cbccrmdata.blob.core.windows.net/noteattachment/CBC-Housing-Small-Parcels-of-Land-Disposals%20of%20small%20parcels%20of%20housing%20land%20policy%20June2019.pdf>

1. What is the main purpose of the policy?

- The aim of the Disposal of Small Parcels of Housing Land Policy is to set out Colchester Borough Council's approach to the sale of small parcels of land held by Housing; to protect residents' interest in the Council's land assets and to ensure requests are dealt with in a fair and consistent manner.

2. What main areas or activities does it cover?

- The policy covers the consideration for requests from the public to buy small areas of Housing Land identified as HRA land. It is not intended to cover areas of land with the potential for Social Housing Development or land in the General Fund.

3. Are there changes to an existing policy being considered in this assessment? If so what are they?

None

4. Who are the main audience, users or customers who will be affected by the policy?

- Residents interested in buying small areas of housing land
- Residents living near areas of housing land
- Future residents living near areas of housing land

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

- Set out Colchester Borough Council's approach to the sale of small parcels of land held by Housing.
- To protect residents' interest in the Councils land assets.

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

- Colchester Amphora Trading Ltd
- Colchester Borough Homes

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?

- No

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

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

(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':

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

- The policy ensures that residents' interests in the Council's land assets are protected and that request are dealt with in a fair and consistent manner.

9. The Council has an important role in improving residents' health under the Health and Social Care Act 2012. This relates to both its 'core functions' (such as housing, leisure, green spaces and environmental health) and to its 'enabling roles' (such as economic development, planning and engaging with communities)⁵. The Council recognises that its Public Sector Equality Duty and its role in improving health are interrelated and mutually supportive. This is especially true across the 'protected characteristics' of age and disability.

"Health inequalities are the unjust and avoidable differences in people's health across the population. They come from the unequal distribution of income, wealth and power and influence the wider determinants of health such as work, education, social support and housing. Currently, in England people living in the least deprived areas will live around 20 years longer in good health than those in the most deprived areas. Reducing health inequalities means giving everyone the same opportunities to lead a healthy life, no matter where they live or who they are."

Where applicable, explain how this policy helps us to improve health/ reduce health inequalities for residents:

- Not applicable

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.

⁵ The King's Fund: [The district council contribution to public health: a time of challenge and opportunity, 2015](#)

10. 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+)	✓	All groups will benefit as the policy ensures that residents' interest in the Councils' land assets are protected. The policy ensures that requests to buy small parcels of land are dealt with in a fair and consistent manner.		
	Younger people (17-25) and children (0-16)	✓	As above		
Disability	Physical	✓	As above		
	Sensory	✓	As above		
	Learning	✓	As above		
	Mental health issues	✓	As above		
	Other – <i>specify</i>				
Ethnicity ⁶	White	✓	As above		
	Black	✓	As above		
	Chinese	✓	As above		
	Mixed Ethnic Origin	✓	As above		
	Gypsies/ Travellers	✓	As above		
	Other – <i>please state</i>				

⁶ 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
Language	English not first language	✓	All groups will benefit as the policy ensures that residents' interest in the Councils' land assets are protected. The policy ensures that requests to buy small parcels of land are dealt with in a fair and consistent manner.		
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks	✓	As above		
Religion or Belief	People with a religious belief (or none)	✓	As above		
Sex	Men	✓	As above		
	Women	✓	As above		
Gender Reassignment ⁷	Transgender/ Transsexual	✓	As above		
Sexual Orientation	Bisexual, Heterosexual, Gay or Lesbian	✓	As above		
Marriage and Civil Partnership	People who are married or in a civil partnership	✓	As above		

⁷ 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. 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.)

- N/A

12. Could the policy discriminate⁸ against any 'protected characteristic', either directly or indirectly⁹?

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

- No. Sales will not be decided on the basis of an individual resident's gain, but rather the gain of the whole local community.

Summary and findings of Initial Equality Impact Assessment

13. 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 ✓	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.

⁸ 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'.

⁹ 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.

14. Name and job title of person completing this form:

- Suzanne Norton, Housing Client Co-Ordinator

15. Date of completion:

- June 2019

16. Date for update or review of this screening:

- This screening should be updated alongside the review of the policy recommended for May 2022