

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:

- Demolition of Military Court including garages, Military Road, Colchester
- Withdrawal of a vehicle and pedestrian access licence

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

- To demolish a building beyond economic repair in line with the Council adopted Asset Management Strategy

2. What main areas or activities does it cover?

- All issues under H&S in connection with the demolition will be dealt with as required by regulations and will involve at least partial blockage of the pavement, protective scaffolding, etc. Suitable protection will also be required for the properties on either side.

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

- Occupiers and owners of adjoining buildings, users of the highway and pedestrians
- Users of local facilities

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

- Make the site safe, minimise the likelihood of anti-social behaviour with minimum disruption to those living working and travelling in the area.

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

- Colchester Borough Homes
- An unspecified demolition contractor
- Norfolk Property Services (NPS)
- Essex County Council (Highways Agency)
- Environmental Control
- CBC Finance
- CBC Planning

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?

- (a) Yes
- (b) No
- (c) Yes

If you have answered 'no', please give details of the reasons for this decision:

- The demolition of these buildings at this stage is not intended to advance equal opportunity but the future development and use of the site will.

7. If you answered 'yes' to any of the sections in Question 6 (above), please complete the following in order to identify how the policy, practice or strategy furthers the aim of the 'general duty':

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?
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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.

'Protected characteristic' group		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?
Age	Older people (60+)	By demolishing this empty and uninhabitable building we will promote positive behaviour reducing the likelihood of this group being harassed.		By demolishing this empty and uninhabitable building we will promote positive behaviour which in turn will foster good relations.
	Younger people (17-25) and children (0-16)	By demolishing this empty and uninhabitable building we will promote positive behaviour reducing the likelihood of this group being harassed.		By demolishing this empty and uninhabitable building we will promote positive behaviour which in turn will foster good relations.
Disability	Physical	By demolishing this empty and uninhabitable building we will promote positive behaviour reducing the likelihood of this group being harassed.		By demolishing this empty and uninhabitable building we will promote positive behaviour which in turn will foster good relations.
	Sensory			
	Learning			
	Mental health issues			
	Other – <i>please specify</i>			
Ethnicity ³	White	By demolishing this empty and uninhabitable building we will promote positive		By demolishing this empty and uninhabitable building we will promote positive
	Black			
	Chinese			
	Mixed Ethnic Origin			

³ 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		How does it help to 'eliminate unlawful discrimination, harassment and victimisation'?	How does it help to 'advance equality of opportunity between people who share a protected characteristic and those who do not'?	How does it help to 'foster good relations between those who share a protected characteristic and those who do not'?
	Gypsies/ Travellers	behaviour reducing the likelihood of this group being harassed.		behaviour which in turn will foster good relations.
	Other – <i>please state</i>			
Language	English not first language			
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks			
Religion or Belief	People with a religious belief (or none) ⁴			
Sex	Men			
	Women	By demolishing this empty and uninhabitable building we will promote positive behaviour reducing the likelihood of this group being harassed.		By demolishing this empty and uninhabitable building we will promote positive behaviour which in turn will foster good relations.
	Transsexual / gender reassignment			
Sexual Orientation	Lesbian, gay and bisexual	By demolishing this empty and uninhabitable building we will promote positive behaviour reducing the likelihood of this group being harassed.		By demolishing this empty and uninhabitable building we will promote positive behaviour which in turn will foster good relations.
Marriage and Civil Partnership ⁵	People who are single, married or in a civil partnership		not applicable	not applicable

⁴ For example, Buddhist, Christian, Hindu, Jewish, Muslim, Sikh or no religious belief.

8. Are there any concerns that the policy, service or strategy could have a differential impact in terms of equality?

- Yes

Please use the table below to indicate how the policy, service or strategy could have a positive or negative effect on any of the following equality groups (known under the Equality Act as ‘protected characteristics’). Include reference to any consultation, data or information that you have used in making this assessment about positive or negative effects.

‘Protected characteristic’ group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
Age	Older people (60+)	X	All groups will benefit from an improvement to the urban environment		
	Younger people (17-25) and children (0-16)	X	As above		
Disability	Physical	X	As above	X	During the period of demolition there will be a partial obstruction of the footpath
	Sensory	X	As above	X	
	Learning				
	Mental health issues				
	Other – <i>please specify</i>				
Ethnicity	White		As above		
	Black				
	Chinese				
	Mixed Ethnic Origin				
	Gypsies/ Travellers				
	Other – <i>please state</i>				
Language	English not first language		As above		

⁵ Our legal duty in respect of ‘marriage or civil partnership’ extends only to the need to eliminate unlawful discrimination.

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
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				
	Transsexual / gender reassignment				
Sexual Orientation	Lesbian, gay and bisexual		As above		
Marriage and Civil Partnership	People who are single, married or in a civil partnership		As above		

9. Could the policy, service or strategy discriminate⁶ against any 'protected characteristic', either directly or indirectly?

No

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

Disability - Physical and Sensory: During the period of demolition there will be a partial obstruction of the footpath

It is considered that some disruption including partial obstruction of the footpath/ pavement is unavoidable. As much of the footpath/ pavement as possible will be retained and the work will be carried out in as short a time period as is reasonably practicable. Temporary signage for pedestrians will be used where appropriate.

⁶ 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.

Summary and findings of Initial Equality Impact Assessment – screening stage

11. Please put a tick in the relevant box 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. <input type="checkbox"/>	Sign off screening and finish.
Likely negative impacts have been identified but have been minimised or removed. X	Sign off screening and finish.
Likely negative impacts were identified but have not been 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.

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

- John Rock

13. Date of completion:

- 02 August 2012

14. Date for update or review of this screening:

- N/A