

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:

PEs – Householder, Minor and Other

<http://www.colchester.gov.uk/article/2585/Important-information-on-Pre-application-advice>

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

- to provide pre-application advice and information to individuals, developers and agents prior to the formal submission of development proposals as planning applications in order to improve the efficiency and quality of the planning application process

2. What main areas or activities does it cover?

- Planning applications for smaller scale development

3. Are there changes to an existing policy being considered in this assessment?

- No

If so what are they?

- n/a

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

- Main audience comprises developers, homeowners, agents and architects

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

- Robust advice to developers and certainty in the development management process

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

- consultation partners may be involved in the delivery process.

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

- No

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

NB: You should make reference to these sources of information in the questions that follow, especially in the impacts table on page 4-5.

7. How does the policy, service or strategy help to further or facilitate to our 'general duty'² to:

(a) eliminate unlawful discrimination, harassment and victimisation?

(b) advance equality of opportunity between people who share a 'protected characteristic'³ and those who do not?⁴

(c) foster good relations between people who share a protected characteristic and those who do not?⁵

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.

² These 3 points summarise the 'general duty' as it applies to public sector organisations in the Equality Act 2010

³ 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.

⁴ 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.

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'?
Age	Older people (60+)	By ensuring that developments consider all sections of the community and are safe and accessible with appropriate provisions for transport, recreation, open space, community facilities, amenities, etc	By ensuring that developments consider all sections of the community and are safe and accessible with appropriate provisions for transport, recreation, open space, community facilities, amenities, etc	By ensuring that life opportunities are provided for all through the development process to avoid competition for scarce resources on the basis of personal characteristics. Equality of opportunity will help to foster good relations.
	Younger people (17-25) and children (0-16)	As above	As above	As above
Disability	Physical	As above	As above	As above
	Sensory	As above	As above	As above
	Learning	As above	As above	As above
	Mental health issues	As above	As above	As above
	Other – <i>please specify</i>			
Ethnicity ⁶	White	As above	As above	As above
	Black	As above	As above	As above
	Chinese	As above	As above	As above
	Mixed Ethnic Origin	As above	As above	As above
	Gypsies/ Travellers	As above	As above	As above
	Other – <i>please state</i>			
Language	English not first language	As above	As above	As above

⁵ This involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding.

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		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'?
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks	As above	As above	As above
Religion or Belief	People with a religious belief (or none) ⁷	As above	As above	As above
Sex	Men	As above	As above	As above
	Women	As Above	As above	As above
	Transsexual / gender reassignment	As above	As above	As above
Sexual Orientation	Bisexual, Heterosexual, Gay or Lesbian	As above	As above	As above
Marriage and Civil Partnership ⁸	People who are single, married or in a civil partnership	As above	As above	As above

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

- None

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

⁷ For example, Buddhist, Christian, Hindu, Jewish, Muslim, Sikh or no religious belief.

⁸ 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
Age	Older people (60+)	+	Considerate design of development and access to facilities		None – N/A
	Younger people (17-25) and children (0-16)	+	Provision of facilities through the development process.		None – N/A
Disability	Physical	+	Accessible developments and provision of medical facilities inter-alia		None – N/A
	Sensory	+	Accessible developments and provision of medical facilities inter-alia		None – N/A
	Learning	+	Accessible developments and provision of medical facilities inter-alia		None – N/A
	Mental health issues	+	Provision of medical facilities inter-alia		None – N/A
	Other – <i>please specify</i>				
Ethnicity	White		Provision of facilities through the development process.		None – N/A
	Black		Provision of facilities through the development process.		None – N/A
	Chinese		Provision of facilities through the development process.		None – N/A
	Mixed Ethnic Origin		Provision of facilities through the development process.		None – N/A
	Gypsies/ Travellers		Provision of facilities through the development process.		None – N/A
	Other – <i>please state</i>				
Language	English not first language		Provision of facilities through the development process.		None – N/A
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks		Provision of facilities through the development process.		None – N/A
Religion or Belief	People with a religious belief (or none)		Provision of facilities through the development process.		None – N/A
Sex	Men		Equality of access to life opportunities		None – N/A
	Women		Equality of access to life opportunities		None – N/A

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
	Transsexual / gender reassignment		Equality of access to life opportunities		None – N/A
Sexual Orientation	Bisexual, Heterosexual, Gay or Lesbian		Equality of access to life opportunities		None – N/A
Marriage and Civil Partnership	People who are single, married or in a civil partnership		Equality of access to life opportunities		None – N/A

9. Could the policy, service or strategy unlawfully discriminate⁹ 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?

- N/A

⁹ 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' 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 information, data, surveys or consultations. <input checked="" type="checkbox"/>	Sign off screening and finish.
Likely negative impacts have been identified but have been minimised or removed. <input type="checkbox"/>	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:

- Andrew Tyrrell, Planning Manager

13. Date of completion:

- 12.03.2013

14. Date for update or review of this screening:

- March 2016