

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:

- Revenue (Standard) Voids Contract

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

- The service addresses the condition of empty properties in between tenancies

2. What main areas or activities does it cover?

- Redecoration and any necessary repairs which align the property to the voids minimum standard prior to a new tenancy

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

- Tenants
- CBH employees
- Voids Contractor employees

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

- Works to be completed within the required timeframe and delivered to the required standard

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

- Street Services, Colchester Borough Council
- Colchester Borough Homes

- Voids Contractor

6. How 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?³
- (c) foster good relations between people who share a protected characteristic and those who do not?⁴

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'?

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.

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.

'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+)		Sheltered units which benefit older people would be redecorated to a higher standard as part of the voids process. This helps to advance equality of opportunity between people who share this protected characteristic and those who do not.	
	Younger people (17-25) and children (0-16)		The minimum void standard includes comprehensive electrical safety checks and hard wired smoke detectors which particularly benefits vulnerable groups such as children. This helps to advance equality of opportunity between people who share this protected characteristic and those who do not.	
Disability	Physical		Sheltered units, which may particularly benefit this group, would be redecorated to a higher standard as part of the voids process. This helps to advance equality of opportunity between people who share this protected characteristic and those who do not.	
	Sensory		As above	
	Learning			
	Mental health issues			
	Other – <i>please specify</i>			
Ethnicity ⁵	White			
	Black			

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		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'?
	Chinese			
	Mixed Ethnic Origin			
	Gypsies/ Travellers			
	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) ⁶			
Sex	Men			
	Women			
	Transsexual / gender reassignment			
Sexual Orientation	Lesbian, gay and bisexual			
Marriage and Civil Partnership ⁷	People who are single, married or in a civil partnership		not applicable	not applicable

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

- No. The works are conducted to an agreed standard for all tenants

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.

⁶ For example, Buddhist, Christian, Hindu, Jewish, Muslim, Sikh or no religious belief.

⁷ 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+)	X	The minimum void standard which relates to the condition of property, and which has gone through accreditation by the Voids Operational Group, benefits all groups. In addition Sheltered units which benefit older people would be redecorated to a higher standard as part of the voids process.		
	Younger people (17-25) and children (0-16)	X	The minimum void standard includes comprehensive electrical safety checks and hard wired smoke detectors which particularly benefits vulnerable groups such as children.		
Disability	Physical	X	The minimum void standard which relates to the condition of property, and which has gone through accreditation by the Voids Operational Group, benefits all groups. In addition Sheltered units, which may particularly benefit this group, would be redecorated to a higher standard as part of the voids process.		
	Sensory	X	As above		
	Learning				
	Mental health issues				
	Other – <i>please specify</i>				
Ethnicity	White				

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
	Black				
	Chinese				
	Mixed Ethnic Origin				
	Gypsies/ Travellers				
	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)				
Sex	Men				
	Women				
	Transsexual / gender reassignment				
Sexual Orientation	Lesbian, gay and bisexual				
Marriage and Civil Partnership	People who are single, married or in a civil partnership				

8. Could the policy, service or strategy unlawfully discriminate⁸ against any 'protected characteristic', either directly or indirectly?

- No

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

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' unless the practice can be objectively justified by a legitimate aim.

- N/a

Summary and findings of Initial Equality Impact Assessment – screening stage

10. 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 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.

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

- Chris Morris MCIOB, RMaPS. Operations Manager, Colchester Borough Homes

12. Date of completion:

- 6th August 2012

13. Date for update or review of this screening:

- 6th August 2016