

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:

- Mobility Scooter Storage Policy

1. What is the main purpose of the policy?

- To set out Colchester Borough Council's approach to requests from the Council's tenants to store mobility scooters within their home and to ensure requests are dealt with in a fair and consistent manner.

2. What main areas or activities does it cover?

- When permission will be given for tenants to store a mobility scooter in their property
- How priority will be given for scooter storage in sheltered accommodation
- The circumstances when the Council will assist tenants with the provision of storage facilities

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

- This assessment considers the 2018 policy in full

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

- Members of staff
- Future tenants;
- Current tenants.

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

- To ensure that requests from tenants to store a mobility scooter at their home are dealt with fairly and consistently.

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

- Colchester Borough Homes
- Universal Customer Contact Centre.

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

Consultation took place during a Fair Access to Colchester meeting when the relevant points discussed were as follows:

- It was agreed the policy should not limit scooter ownership, other than on the point of space/safety.
- It was agreed there should be a criteria for the provision of storage to make best use of council funds.
- The group thought the suggested criteria was fair and broad, and covered all relevant groups.
- There were lots of positive comments around the final point in the criteria allowing some flexibility, which allowed for common sense decisions to be made.
- There was also a discussion around a first-come, first-served policy in sheltered accommodation and the view was put forward within the group that it would be unfair to make someone move their scooter if someone more 'needy' came along.

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
- (c) foster good relations between people who share a protected characteristic and those who do not⁴

¹Click on [Customer Insight](#) 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 staff intranet, 'Colin'.

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.

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):

- A fair policy on the storage of mobility scooters for vulnerable groups helps to avoid potential discrimination against the protected characteristics.

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

- A fair policy on the storage of mobility scooters helps to advance equality of opportunity for vulnerable groups by aiding mobility and social inclusion.

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

- None identified

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'.

See next page

⁴ 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
Age	Older people (60+)		None identified	X	The policy is underpinned by Health and Safety legislation that prohibits the storage of mobility scooters inside a property where it is not safe to do so. The fact that individuals within this group may be more likely to rely on mobility scooters could lead to a disproportionate negative impact
	Younger people (17-25) and children (0-16)		None identified		None identified
Disability	Physical		None identified	X	The policy is underpinned by Health and Safety legislation that prohibits the storage of mobility scooters inside a property where it is not safe to do so. The fact that individuals within this group may be more likely to rely on mobility scooters could lead to a disproportionate negative impact
	Sensory		None identified	X	The policy is underpinned by Health and Safety legislation that prohibits the storage of mobility scooters inside a property where it is not safe to do so. The fact that individuals within this group may be more likely to rely on mobility scooters could lead to a disproportionate negative impact
	Learning		None identified		None identified
	Mental health issues		None identified		None identified

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
	Other – <i>specify</i>		None identified		None identified
Ethnicity ⁵	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>		None identified		None identified
Language	English not first language		None identified	X	This group may be disadvantaged by the policy being written in English.
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
	Women		None identified		None identified
Gender Reassignment ⁶	Transgender/ Transsexual		None identified		None identified
Sexual Orientation	Bisexual, Heterosexual, Gay or Lesbian		None identified		None identified

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).

⁶ 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.

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
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?

It has not been possible to remove the negative impact upon disability groups which the enforcement of Health and Safety legislation in regard to the storage of mobility scooters may entail. However, it is held that the following steps help to minimise the negative impact:

- Alternative storage areas will be considered outside the property or nearby.
- In some cases tenants would be able to apply for specific adaptations if they qualify for this and where it is possible to achieve.
- The provision of alternative accommodation will also be considered along with support for increased priority on the Housing Register for a move to more suitable accommodation.

The policy is in English which may negatively impact those whose first language is not English or who have a sensory disability. Policies are available in alternative formats upon request which can facilitate translation. The policy is available on the CBH website which supports Google Translate. The policy is available on the CBC website which supports alternative formats such as BrowseAloud.

11. Could the policy discriminate⁷ against any 'protected characteristic', either directly or indirectly⁸? **No**

⁷ 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'.

⁸ If you answer 'yes' to question 11 (above) you will need to complete the following 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
A. 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	Sign off screening and finish.
C. Negative impacts could not be minimised or removed <input type="checkbox"/>	Sign off screening and complete a full impact assessment – Section 2.
D. 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:

Geoff Beales (Housing Client Co-ordinator)

14. Date of completion:

April 2018

15. Date for update or review of this screening⁹:

April 2021

⁹ This is normally three years, but not always: You may know that the policy itself will be reviewed earlier in which case the EqIA should be reviewed at that time. Or, in the case of a five year strategy, you may want to have a review date of five years. In the case of a “one off” decision, such as closing a service, a review date may not be needed - in which case you should indicate ‘N/A’. In any event, the review date should be brought forward if you receive information or feedback which raises new concerns, or if the public policy context changes. You can speak to the [Equality and Safeguarding Co-ordinator](#) for more advice.