

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:

- Fixing The Link (FtL)

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

There is no specific policy for FtL but is part of our work on the Colchester Station Travel Plan, and this work links with Strategic Plan and congestion/economic growth aims

1. What is the main purpose of the policy?

- FtL aims to improve the walking route from Colchester Station to the town centre, by improved wayfinding and other measures, thereby improving the welcoming to those visiting the town by train and walk to the town centre.

2. What main areas or activities does it cover?

- Promoting public transport
- Reducing congestion
- Promoting the town as a preferred destination for consumers

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

- N/A

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

- Any visitor to Colchester railway station and town centre for whatever social, educational or business purpose

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

- It will deliver better linkage between the Colchester rail station and the town centre. This will mean more people visit the town centre and stay longer, supporting the local economy.

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

- Essex County Council
- Abellio Greater Anglia
- Commercial Services
- Community Services
- Legal Services
- Local business community
- Local Arts community

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?

- Campaign for Better Transport – Fixing The Link: Making good the walking route from station to town centre (2013) – this report contains a wide variety of information to assist with the development of this project. In particular it refers to how Colchester needs to improve its orientation and legibility score.
- Abellio Greater Anglia Customer Surveys
- Dallas Pierce Quintero consultants research

A link to the document or source will be available.

8. The ‘general duty’ states that we must have “due regard” to the need to:

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.

- (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

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):

- Whilst Fixing the Link is not specifically focused on the elimination of unlawful discrimination, harassment and victimisation, the Council will always aim to provide services to our customers that are as inclusive and non-discriminatory as possible.

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

- By improving the link between the railway station and the town centre, it is hoped that the experience will benefit all users. In particular, greater improvements could be experienced by those users who may be visually, physically or mentally impaired in some way.
- By improving the accessibility of the town centre, it is hoped that more employment and economic opportunities will be created and accessible to a wider audience.

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

- By implementing improvements to this route, residents and businesses will experience an improved environment, which is potentially beneficial to their wellbeing as well as the community spirit and cohesion. Also, people who may not have otherwise

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.

visited the town centre may experience an improved sense of place and their relationship with it. REVIEW + evening economy / café culture

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’.

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+)	✓	Safety, easier access to town centre, better wayfinding, physical improvements	None identified	
	Younger people (17-25) and children (0-16)			None identified	
Disability	Physical			✓	Could cause an obstruction if incorrectly placed
	Sensory			✓	Could cause an obstruction if incorrectly placed
	Learning			None identified	
	Mental health issues			None identified	
	Other – <i>specify</i>			None identified	
Ethnicity ⁵	White			None identified	
	Black	None identified			
	Chinese	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).

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
	Mixed Ethnic Origin			None identified	
	Gypsies/ Travellers			None identified	
	Other – <i>please state</i>			None identified	
Language	English not first language			None identified	
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks			None identified	
Religion or Belief	People with a religious belief (or none)	✓	Fostering good relations with St Peter's church by lighting and promoting this historic landmark	None identified	
Sex	Men			None identified	
	Women				
Gender Reassignment ⁶	Transgender/ Transsexual			None identified	
Sexual Orientation	Bisexual, Heterosexual, Gay or Lesbian			None identified	
Marriage and Civil Partnership	People who are married or in a civil partnership			None identified	

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. 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.

10. If you have identified any negative impacts (above) how can they be minimised or removed?

Generally, there are significant advantages of self-service wayfinding for example not having to find a member of AGA staff to assist the traveller, however staff will still be available at the station to help those who are unsure of the direction of the town centre.

The cohesive wayfinding route with repeated reassurance for those travelling to the town centre will help those who may find it hard to remember the directions given at the station.

All of the wayfinding elements are subject to a detailed review as part of the EQIA assessment and are attached as an appendix to this report.

11. Could the policy discriminate⁷ against any 'protected characteristic', either directly or indirectly⁸?

No

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
No negative impacts have been identified <input type="checkbox"/>	Sign off screening and finish.
Negative impacts have been identified but have been minimised or removed ✓	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

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 this section *and* go on to complete Section 2 in order to conduct a full Equality Impact Assessment.

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

- Jane Thompson, Transport and Sustainability Project Officer r

14. Date of completion:

- January 2016 updated 20 November 2019

15. Date for update or review of this screening:

- November 2022