

## **Equality Impact Assessment - An Analysis of the Effects on Equality**

### **Section 1: Initial Equality Impact Assessment**

**Name of policy\* to be assessed:**

**Town Deal Project**

**1. What is the main purpose of the policy?**

Support delivery of We Are Colchester Town Deal bid and town investment plan

**2. What main areas or activities does it cover?**

All service areas and activities including partnerships associated with the Town Deal bid

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

**If so, what are they?**

No

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

All officers across all services and partners

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

As laid down by the objectives and requirements contained in the Towns Fund prospectus and associated documents

**6. Are other service areas or partner agencies involved in delivery?**

If so, please give details below:

Services within the organisation (primarily Place and Client) and partnerships

**7. Are you aware of any relevant information, data, surveys or consultations 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.**

No

**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' and those who do not**

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

**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):**

**The general duty has been considered and will be applied where appropriate**

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

**This project is not designed to advance equality of opportunity but this item will be considered when and where appropriate**

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

**This project is not designed to foster good relations but this item will be considered when and where appropriate**

**9. The Council has an important role in improving residents' health under the Health and Social Care Act 2012. This relates to both its 'core functions' (such as housing, leisure, green spaces and environmental health) and to its 'enabling roles' (such as economic development, planning and engaging with communities).**

**The Council recognises that its Public Sector Equality Duty and its role in improving health are interrelated and mutually supportive. This is especially true across the 'protected characteristics' of age and disability.**

**Health inequalities are the unjust and avoidable differences in people's health across the population. They come from the unequal distribution of income, wealth and power and influence the wider determinants of health such as work, education, social support and housing. Currently, in England people living in the least deprived areas will live around 20 years longer in good health than those in the most deprived areas. Reducing health inequalities means giving everyone the same opportunities to lead a healthy life, no matter where they live or who they are.**

**Where applicable, explain how this policy helps us to improve health/ reduce health inequalities for residents:**

**This project is not designed to improve resident health but this item will be considered when and where appropriate**

**10. This section helps us to identify any disproportionate equality 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+)	No		No	
Age	Younger people (17-25) and children (0-16)	No		No	
Disability	Physical	No		No	
Disability	Sensory	No		No	
Disability	Learning	No		No	
Disability	Mental health issues	No		No	

Ethnicity <sup>6</sup>	White	No		No	
Ethnicity <sup>6</sup>	Black	No		No	
Ethnicity <sup>6</sup>	Chinese	No		No	
Ethnicity <sup>6</sup>	Mixed Ethnic Origin	No		No	
Ethnicity <sup>6</sup>	Gypsies/ Travellers	No		No	
Ethnicity <sup>6</sup>	Other (specify)	No		No	
Language	English not first language	No		No	

Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks	No		No	
Religion or Belief	People with a religious belief (or none)	No		No	
Sex	Men	No		No	
Sex	Women	No		No	
Gender Reassignment <sup>7</sup>	Transgender/ Transsexual	No		No	
Sexual Orientation	Bisexual, Heterosexual, Gay or Lesbian	No		No	

Marriage and Civil Partnership	People who are married or in a civil partnership	No		No	
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**12. Could the policy discriminate against any 'protected characteristic', either directly or indirectly?**

No

Summary and findings of Initial Equality Impact Assessment

13. Please choose the relevant option to confirm your findings:

Name:

Simon Thorp

Job Title:

Town Deal Project Manager

Service Area:

Place and Client

Date Completed: 23 October 2020