

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:

Collaboration with Age Concern to Deliver Activities for Older People

1. What is the main purpose of the policy?

To agree to work with Age Concern Colchester by aligning activities and services for older people with specific emphasis on activities currently provided from Lion Walk Activity Centre.

2. What main areas or activities does it cover?

Activities currently provided at Lion Walk Activity Centre

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

This decision would involve Lion Walk Activity Centre ceasing to provide services for older people, and current users being offered the opportunity to access Age Concern's new premises and services instead.

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

Members and users of Lion Walk Activity Centre
Users of Age Concern Colchester's centre on North Hill
Staff currently employed to provide services at Lion Walk

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

An increased alignment of services and activities for older people between Colchester Borough Council and Age Concern Colchester.

The prevention of the duplication of facilities within the Town Centre for the same client group. (This could have a negative impact on future sustainability and development of services.)

The effective and efficient use of resources to target support for older people within the borough

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

Age Concern, Colchester

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?

Lion Walk Activity Centre does not currently have an active Membership Committee or chairperson. However, all members have been written to, explaining the proposed changes and inviting feedback. A number of opportunities to meet and discuss services and activities offered by Age Concern Colchester are being organised over the next few months along with an offer to visit the new premises on North Hill.

In terms of data, the current net cost of Lion Walk is £76,900. As there are fewer than 200 members, this equates to a cost of over £380 per member. There are over 30,000 residents of the borough who are over 65. Collaboration with Age Concern Colchester could be a more effective way of meeting older people's needs and the Council's objectives.

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):

Collaboration with Age Concern Colchester could provide a more effective means to achieve this aim.

The policy help us to “advance equality of opportunity...” in the following way(s):

Collaboration with Age Concern Colchester could provide a more effective means to achieve this aim.

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

Collaboration with Age Concern Colchester could provide a more effective means to achieve this aim.

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’.

‘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+)	X	Collaboration with Age Concern may particularly benefit this group since it allows a greater choice of activities – see table at end of this section.	X	The withdrawal of services at Lion Walk could particularly disadvantage some users.
	Younger people (17-25) and children (0-16)		None identified		None identified
Disability	Physical	X	Collaboration with Age Concern may particularly benefit this group since it allows a greater choice of activities – see table at end of this section.	X	The withdrawal of services at Lion Walk could particularly disadvantage some users.
	Sensory				
	Learning				
	Mental health issues				
	Other – <i>specify</i>				

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
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>				
Language	English not first language		None identified		None identified
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
Marriage and Civil Partnership	People who are married or in a civil partnership		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.

Collaboration with Age Concern may particularly benefit older people and people with disabilities since it allows a greater choice of activities – see table at end of this section.

Activities & Services available at Lion Walk Activity Centre	Activities & Services available at Age Concern Colchester
Keep Fit	Keep Fit
Bridge	Bridge
Crafts	Crafts
Warm & Toasty Club	Warm & Toasty Club
Yoga	Yoga
Beading	Beading
Art Club	Art Club
Practical Spanish	Practical Spanish
Bingo	Bingo
Line Dancing	Line Dancing
Hairdressing	Chairobics
Chiropody & Foot Care	Chiropody & Foot Care
	Knit & Natter
	Pensions Surgery
	Legal Surgery
	Kindle IT Club
	Tax Surgery
	Senior U's
	Coffee Mornings
	Befriending Service
	Home help service
	Consumer Advice
	Energy Advice

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

Age (Older People) and Disability	X	The withdrawal of services at Lion Walk Activity Centre could particularly disadvantage some users.
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The Council will mitigate possible negative impacts by:

Providing a two year grant to Age Concern Colchester totalling £45,000 to help ensure the use of accessible services on North Hill - being aligned, as far as possible, with current Council provision at Lion Walk.

Arranging for the repayment of member subscriptions for a period of 6 months

Ensuring that individual support is offered to current members of Lion Walk Activity Centre in order to help with the transition to accessing services delivered by Age Concern Colchester, or to assist those members to access similar activities provided elsewhere, or with any other concerns.

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:

Andrew Harley (Equality and Safeguarding Co-ordinator) and Jo Besant (Community Enabling Team Leader)

14. Date of completion:

September 2018

15. Date for update or review of this screening⁹:

N/A – one off decision

Reviewed by Jo Besant @ November 2019 as part of overall review of EqIA's

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.