

## 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:

- To approve a lease arrangement between Colchester Borough Council (CBC) and Greenstead Community Association (GCA) for 121 Forest Road Meeting Hall and car park.

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

- To ensure the local community in St. Andrew's ward has a local meeting hall where they can both access services locally and hire for activities.

2. What main areas or activities does it cover?

- Agreeing a lease arrangement between the Council and Greenstead Community Association.

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

- Colne Housing Association has been managing the facility since July 2010 and wishes to transfer the lease to Greenstead Community Association.

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

- The main audience are local residents in St. Andrew's ward and in particular those residents that live in the immediate vicinity of 121 Forest Road, Colchester.

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

- 121 Forest Road meeting hall will be maintained as a community facility where community activity can take place and services delivered.

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

- Colne Housing Association have been providing the Council with information from the last 3 years of their management of the facility
- Greenstead Community Association will be providing the Council with a 2 year business plan
- CBC Legal and Estates departments will be instrumental in drawing up the lease

6. Are you aware of any relevant information, data, surveys or consultations<sup>1</sup>, which help us to assess the likely or actual impact of the policy, service or strategy upon customers or staff?

- Not aware of any.

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

*NB: You should make reference to these sources of information in the questions that follow, especially in the impacts table on page 4-5.*

7. How does the policy, service or strategy help to further or facilitate to our 'general duty'<sup>2</sup> to:

(a) eliminate unlawful discrimination, harassment and victimisation?

(b) advance equality of opportunity between people who share a 'protected characteristic'<sup>3</sup> and those who do not?<sup>4</sup>

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<sup>1</sup>Click 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.

<sup>2</sup> These 3 points summarise the 'general duty' as it applies to public sector organisations in the Equality Act 2010

<sup>3</sup> 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.

<sup>4</sup> 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.

(c) foster good relations between people who share a protected characteristic and those who do not?<sup>5</sup>

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'?
Age	Older people (60+)	The centre will provide services and activities that will be open to all members of the community.	The centre will provide services and activities that will be open to all members of the community.	The centre will provide services and activities that will be open to all members of the community.
	Younger people (17-25) and children (0-16)	As above	As above	As above
Disability	Physical	As above	As above	As above
	Sensory	As above	As above	As above
	Learning	As above	As above	As above
	Mental health issues	As above	As above	As above
	Other – <i>please specify</i>	As above	As above	As above
Ethnicity <sup>6</sup>	White	As above	As above	As above
	Black	As above	As above	As above
	Chinese	As above	As above	As above
	Mixed Ethnic Origin	As above	As above	As above
	Gypsies/ Travellers	As above	As above	As above
	Other – <i>please state</i>	As above	As above	As above
Language	English not first language	As above	As above	As above
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks	As above	As above	As above
Religion or Belief	People with a religious belief (or none) <sup>7</sup>	As above	As above	As above

<sup>5</sup> This involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding.

<sup>6</sup> 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'?
Sex	Men	As above	As above	As above
	Women	As above	As above	As above
	Transsexual / gender reassignment	As above	As above	As above
Sexual Orientation	Bisexual, Heterosexual, Gay or Lesbian	As above	As above	As above
Marriage and Civil Partnership <sup>8</sup>	People who are single, married or in a civil partnership	Not applicable	not applicable	not applicable

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

- No concerns identified.

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.

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
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<sup>7</sup> For example, Buddhist, Christian, Hindu, Jewish, Muslim, Sikh or no religious belief.

<sup>8</sup> 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+)	✓	The policy could have a positive impact on this group if they access the local services and activities provided in the new facility.	n/a	
	Younger people (17-25) and children (0-16)	✓	Ditto	n/a	
Disability	Physical	✓	Ditto	n/a	
	Sensory	✓	Ditto	n/a	
	Learning	✓	Ditto	n/a	
	Mental health issues	✓	Ditto	n/a	
	Other – <i>please specify</i>			n/a	
Ethnicity	White	✓	Ditto	n/a	
	Black	✓	Ditto	n/a	
	Chinese	✓	Ditto	n/a	
	Mixed Ethnic Origin	✓	Ditto	n/a	
	Gypsies/ Travellers	✓	Ditto	n/a	
	Other – <i>please state</i>			n/a	
Language	English not first language	✓	Ditto	n/a	
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks	✓	Ditto	n/a	
Religion or Belief	People with a religious belief (or none)	✓	Ditto	n/a	
Sex	Men	✓	Ditto	n/a	
	Women	✓	Ditto	n/a	
	Transsexual / gender reassignment	✓	Ditto	n/a	
Sexual Orientation	Bisexual, Heterosexual, Gay or Lesbian	✓	Ditto	n/a	
Marriage and Civil Partnership	People who are single, married or in a civil partnership	✓	Ditto	n/a	

9. Could the policy, service or strategy unlawfully discriminate<sup>9</sup> against any 'protected characteristic', either directly or indirectly?

- No opportunities for this have been identified.

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

- No negative impacts have been identified.

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<sup>9</sup> 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.

## Summary and findings of Initial Equality Impact Assessment – screening stage

11. 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 information, data, surveys or consultations. ✓	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.

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

- Siobhan Mcleod, Community Enabling Officer

13. Date of completion: November 2019

14. Date for update or review of this screening: November 2022