

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 agree the release of £700,000 S299a funding to NHS North East Essex as a contribution to the refurbishment of the ex-MOD medical centre and car park.

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

To enable the new medical facility at the ex-MOD garrison site to open and deliver services to local residents.

2. What main areas or activities does it cover?

Negotiating and agreeing a lease with NHS North East Essex working on behalf of the GP partnership of: Drs Sonica Goel, Simon Stacey, Bhaskar Kuppuswamy and Karen Roberts
Refurbishment works to the ex-MOD garrison medical centre to enable it to open as a new GP surgery for local residents

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

The GP partnership
Local residents who will access the new medical facility including existing patients of the Mersea Road and Creffield Road surgeries.

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

To provide both the local and wider community with a new GP surgery that is leased and managed by the GPs partnership.

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

CBC Estates Services
CBC Legal Services
CBC Corporate Management

6. Are you aware of any relevant information, data, surveys or consultations¹, which help us to assess the likely or actual impact of the policy, service or strategy upon customers or staff?

The practice carried out a consultation with plans of the proposed extension and alterations displayed in the existing medical centres and the proposal discussed with the Practices' Patient Participation Groups.

All patients are invited to join the Patient Group – the newsletter is distributed and advertised on the Practice's home page. The Patient Group meets regularly to discuss all issues of concern.

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'² to:

- (a) eliminate unlawful discrimination, harassment and victimisation?
- (b) advance equality of opportunity between people who share a 'protected characteristic'³ and those who do not?⁴

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.

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

³ 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.

⁴ 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

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

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+)	Issuing this funding will enable the GP Partnership to manage the building as a GP surgery where medical services can be delivered to all residents including those who share this protected characteristic.	Those residents who share this protected characteristic will be able to access the new GP surgery for health services that meet their needs.	Those residents who share this characteristic will be able to access this new medical facility and services being delivered to all residents at the centre, therefore, fostering good relations between them and other residents who do not share this characteristic.
	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
Ethnicity ⁶	Other – <i>please specify</i>			
	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

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.

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

⁶ 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'?
	Other – <i>please state</i>			
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) ⁷	As above	As above	As above
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	Lesbian, gay and bisexual	As above	As above	As above
Marriage and Civil Partnership ⁸	People who are single, married or in a civil partnership	As above	not applicable	not applicable

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

There are potential negative impacts identified in the section below, which are mitigated as per the section which follows. The Council is satisfied that the GP Partnership is taking appropriate steps reduce inconvenience and remove unequal treatment, and is satisfied that the policy does not unlawfully discriminate against any of the 'protected characteristics'.

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.

⁷ For example, Buddhist, Christian, Hindu, Jewish, Muslim, Sikh or no religious belief.

⁸ 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+)		Residents in this particular group will be able to access medical services at this new centre.		It is thought that existing patients registered with the GP surgery based at Mersea Road/ Creffield Road may find accessing the new medical centre more difficult due to limited access to transport. This could have a negative impact upon this 'protected characteristic'. However this is mitigated in the section further below.
	Younger people (17-25) and children (0-16)		As above		As above
Disability	Physical		As above		As above
	Sensory		As above		As above
	Learning		As above		As above
	Mental health issues		As above		As above
	Other – <i>please specify</i>				
Ethnicity	White		As above		
	Black		As above		
	Chinese		As above		
	Mixed Ethnic Origin		As above		
	Gypsies/ Travellers		As above		
	Other – <i>please state</i>				
Language	English not first language		As above		
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks		As above		As above
Religion or Belief	People with a religious belief (or none)		As above		
Sex	Men		As above		
	Women		As above		

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
	Transsexual / gender reassignment		As above		
Sexual Orientation	Lesbian, gay and bisexual		As above		
Marriage and Civil Partnership	People who are single, married or in a civil partnership		As above		

9. Could the policy, service or strategy unlawfully discriminate⁹ against any 'protected characteristic', either directly or indirectly?

No.

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

Older people; People with disabilities; Pregnancy and maternity

It is thought that existing patients registered with the GP surgery based at Mersea Road/ Creffield Road may find accessing the new medical centre more difficult due to limited access to transport. This could have a negative impact upon these 'protected characteristics'.

To mitigate this potential negative impact, the GP Partnership is currently working with the CCVS in order to ensure that a community bus will be able to provide additional transport to help with accessing the centre for those patients that do not live in the immediate vicinity of the new centre.

⁹ 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 consultation, data or information.	Sign off screening and finish.
Likely negative impacts have been identified but have been minimised or removed.	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.

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

Bridget Tighe, Community Initiatives Manager

Reviewed by Chrissy Henegan- Community Enabling Officer- 4th November 2019

12. Date of completion:

7 March 2013

13. Date for update or review of this screening:

04 November 2022

NB: This EqIA should be published on the Council's website [here](#) – under the relevant service area heading.