

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:

Release of S299a funding for proposed new Clubhouse at Abbey Field

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

Agree to release £676,502 of S299a funding in order to make a grant to the Ministry of Defence (MoD) to build a new Clubhouse at the Garrison Athletics Track at Abbey Field

2. What main areas or activities does it cover?

The project is included as a priority project in the Colchester Borough Council Strategic Plan Action Plan and has specific impact on: Healthy Living, Addressing Younger People's Needs, and Community Development

The project is included in the Colchester Olympic Partnership Priority Action Plan as a tangible legacy from the 2012 Olympic Games

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

These facilities are used by a number of key local clubs based at the site – Colchester Harriers Athletics Club, Colchester Hockey Club, Colchester & Tendring Athletics Club and occasionally Colchester United Football Club

The clubs cater for adults but the majority of their club members using the site are young people, participating in the various sports

The proposed new Clubhouse will be available to anyone using the facilities at the athletics track, hockey or football pitches, including mass participation events. It will also be available to the wider community for hire – subject to a hire agreement.

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

The provision of a new Clubhouse building will provide a modern, safe facility, which can be used widely by users of the site. The Clubhouse will be a hub for the clubs – providing an important meeting and social place, a shelter for parents and spectators during poor weather, a base for clubs to have refreshments following matches and to hold meetings or theory based training sessions.

The clubs are contributing significantly to the amount of sport played and physical activity undertaken in Colchester, and also encouraging young people to participate, compete and excel in their chosen sport.

The Clubhouse is essential to improving the experience of participating in sport for those using the site. Membership of the various clubs is open to the community and all the clubs have a large number of members

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

Ministry of Defence – Colchester Garrison

6. Does the policy, service or strategy help to further or facilitate to our 'general duty'¹ 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 not?
- (c) foster good relations between people who share a protected characteristic and those who do not?

Yes

If you have answered 'no', please give details of the reasons for this decision:

7. If you answered 'yes' to any of the sections in Question 6 (above), please complete the following in order to identify how the policy, practice or strategy furthers the aim of the 'general duty':

¹ these 3 points summarise the 'general duty' as it applies to public sector organisations in the Equality Act 2010

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.

'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+)		As well as use by the sports clubs, the new building will be available to the wider community for hire – subject to a hire agreement, regardless of gender, gender reassignment, disability, sexual orientation, religion or belief, age and race/ethnicity.	The provision of a new Clubhouse building will provide a modern, safe facility, which can be used widely by users of the site. The Clubhouse will be a hub for the clubs – providing an important meeting and social place, which will help to foster good relations among all those using the facility.
	Younger people (17-25) and children (0-16)		As above	As above
Disability	Physical	The new building will comply with DDA requirements. ensuring access for those with disabilities	As above The new building will comply with DDA requirements, improving access for those with disabilities, helping to advance equality of opportunity between people who have a disability and those who do not.	The new building will comply with DDA requirements, improving access for those with disabilities, making it more likely that those with disabilities may use the facility. This will help to 'foster good relations between those who have a disability and those who do not
	Sensory	As above	As above	As above
	Learning	As above	As above	As above
	Mental health issues	As above	As above	

'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'?
Ethnicity ³	Other – <i>please specify</i>			
	White		As well as use by the sports clubs, the new building will be available to the wider community for hire – subject to a hire agreement, regardless of gender, gender reassignment, disability, sexual orientation, religion or belief, age and race/ethnicity.	The provision of a new Clubhouse building will provide a modern, safe facility, which can be used widely by users of the site. The Clubhouse will be a hub for the clubs – providing an important meeting and social place, which will help to foster good relations among all those using the facility.
	Black		As above	As above
	Chinese		As above	As above
	Mixed Ethnic Origin		As above	As above
	Gypsies/ Travellers		As above	As above
	Other – <i>please state</i>			
Language	English not first language		As above	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) ⁴		As above	As above
Sex	Men		As above	As above
	Women		As above	As above

³ 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).

⁴ For example, Buddhist, Christian, Hindu, Jewish, Muslim, Sikh or no religious belief.

'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'?
	Transsexual / gender reassignment		As above	As above
Sexual Orientation	Lesbian, gay and bisexual		As above	As above
Marriage and Civil Partnership ⁵	People who are single, married or in a civil partnership		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

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

⁵ 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+)	X	<p>The provision of a new Clubhouse building will provide a modern, safe facility, which can be used widely by users of the site. The Clubhouse will be a hub for the clubs – providing an important meeting and social place, a shelter for parents and spectators during poor weather, a base for clubs to have refreshments following matches and to hold meetings or theory based training sessions.</p> <p>The building will comply with DDA requirements.</p> <p>The Clubhouse will improve the experience of participating in sport for all those using the site.</p> <p>Membership of the various clubs is open to the community.</p> <p>The building will also be available to the wider community for hire – subject to a hire agreement, regardless of gender, gender reassignment, disability, sexual orientation, religion or belief, age and race/ethnicity</p>		

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
	Younger people (17-25) and children (0-16)	X	As above		
Disability	Physical	X	As above		
	Sensory	X	As above		
	Learning	X	As above		
	Mental health issues	X	As above		
	Other – <i>please specify</i>	X	As above		
Ethnicity	White	X	As above		
	Black	X	As above		
	Chinese	X	As above		
	Mixed Ethnic Origin	X	As above		
	Gypsies/ Travellers	X	As above		
	Other – <i>please state</i>	X	As above		
Language	English not first language	X	As above		
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks	X	As above		
Religion or Belief	People with a religious belief (or none)	X	As above		
Sex	Men	X	As above		
	Women	X	As above		
	Transsexual / gender reassignment	X	As above		
Sexual Orientation	Lesbian, gay and bisexual	X	As above		
Marriage and Civil Partnership	People who are single, married or in a civil partnership	X	As above		

9. Could the policy, service or strategy discriminate⁶ 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?

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. X	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.

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

Ian Duggan – Sports Development Manager

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

13. Date of completion:

17th January 2012

14. Date for update or review of this screening: 1 November 2022

⁶ 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.