

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 transfer of the freehold of the new village hall in Great Horkesley to Great Horkesley Parish Council.
- To agree the assignment of the 10 year warranty for the building to Great Horkesley Parish Council.

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

- To enable the Parish Council to own this valuable community asset on behalf of the locality.

2. What main areas or activities does it cover?

- Agreeing the transfer of the freehold and the 10 year warranty of the new village hall in Great Horkesley to Great Horkesley Parish Council.

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

- The Great Horkesley Parish Council, the residents of Great Horkesley Parish and residents in wider Colchester.

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

- To provide both the local and wider community with a village hall where activities can take place and services can be delivered.

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

- Great Horkesley Parish Council, CBC Planning Services, CBC Parks and Recreation Services, CBC Estates Services, CBC Legal Services, Great Horkesley Parish Council and Mersea Homes.

6. How 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?

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+)		All residents will be given equal access to activities. Activities will be provided that meet the needs of all groups as far as possible. The location of the hall in the centre of the village will ensure accessibility for all local residents. The building will be fully compliant will all DDA regulations.	
	Younger people (17-25) and children (0-16)			
Disability	Physical			
	Sensory			
	Learning			
	Mental health issues			

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'?
	Other – <i>please specify</i>			
Ethnicity ³	White			
	Black			
	Chinese			
	Mixed Ethnic Origin			
	Gypsies/ Travellers			
	Other – <i>please state</i>			
Language	English not first language			
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks			
Religion or Belief	People with a religious belief (or none) ⁴			
Sex	Men			
	Women			
Sexual	Lesbian, gay and			

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'?
Orientation	bisexual			
Marriage and Civil Partnership ⁵	People who are single, married or in a civil partnership			

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

There are no concerns.

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
Age	Older people (60+)	Yes	Improved, better access facilities, for all groups.		
	Younger people (17-25) and children (0-16)	Yes	Improved, better access facilities, for all groups.		
Disability	Physical	Yes	Improved, better access facilities, for all groups.		
	Sensory	Yes	Improved, better access facilities, for all groups.		
	Learning	Yes	Improved, better access facilities, for all groups.		

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
	Mental health issues	Yes	Improved, better access facilities, for all groups.		
	Other – <i>please specify</i>	Yes	Improved, better access facilities, for all groups.		
Ethnicity	White	Yes	Improved access to activities for all groups.		
	Black	Yes	Improved access to activities for all groups.		
	Chinese	Yes	Improved access to activities for all groups.		
	Mixed Ethnic Origin	Yes	Improved access to activities for all groups.		
	Gypsies/ Travellers	Yes	Improved access to activities for all groups.		
	Other – <i>please state</i>	Yes	Improved access to activities for all groups.		
Language	English not first language	Yes	Improved access to activities for all groups.		
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks	Yes	Improved access to activities for all groups.		
Religion or Belief	People with a religious belief (or none)	Yes	Improved access to activities for all groups.		
Sex	Men	Yes	Improved access to activities for all groups.		
	Women	Yes	Improved access to activities for all groups.		
	Transsexual / gender reassignment	Yes	Improved access to activities for all groups.		

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
Sexual Orientation	Lesbian, gay and bisexual	Yes	Improved access to activities for all groups.		
Marriage and Civil Partnership	People who are single, married or in a civil partnership	Yes	Improved access to activities for all groups.		

8. Could the policy, service or strategy discriminate⁶ against any 'protected characteristic', either directly or indirectly?

The policy, service or strategy would not discriminate against any protected characteristic either directly or indirectly.

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

None identified.

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.

Summary and findings of Initial Equality Impact Assessment – screening stage

10. 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. <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.

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

Bridget Tighe, Community Initiatives Manager

12. Date of completion:

30th October 2012

13. Date for update or review of this screening:

30 October 2022