

**Equality Impact Assessment Form - An Analysis of the Effects on Equality**

**Section 1: screening stage**

Name of policy, service or strategy to be assessed:

- Convert the old Police Station into a Creative Business Centre

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

- Job creation in the town centre for a growth industry, and developing the Council's experience of new building technology

2. What main areas or activities does it cover?

- Regeneration of the town centre, specifically a landmark listed building

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

- Those working in the creative sector
- Prospective workers in the creative sector
- People using the services based there

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

- Increased employment and access to employment opportunities
- Provide employment space close to transport hubs, i.e. Colchester Town rail station and the bus station
- Provide networking space, both physical and virtual for those involved and interested in the creative sector
- A central hub for St Botolphs as a creative space within Colchester Town Centre

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

- Colchester Borough Homes
- CBC Enterprise Team
- CBC Regeneration
- CBC Finance
- CBC Legal
- CBC procurement

6. Does the policy, service or strategy help to further or facilitate to our 'general duty'<sup>1</sup> to:

- (a) eliminate unlawful discrimination, harassment and victimisation?
- (b) advance equality of opportunity between people who share a 'protected characteristic'<sup>2</sup> 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:

- 

---

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

<sup>2</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.

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':

'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 building will be for small businesses and individuals creating new opportunities for individuals to start their own business and offer new employment opportunities. The centre will offer opportunities for collaborative working between businesses and a location where other companies can find creative businesses within Colchester	The building will be for small businesses and individuals creating new opportunities for different groups to come together. The Centre will provide both a physical and virtual hub for networking in the creative space of the town centre
	Younger people (17-25) and children (0-16)			
Disability	Physical	The building will be fitted out to meet the requirements of the DDA, including a new lift and a new main entrance set at pavement level.	The building will be fitted out to meet the requirements of the DDA. Intelligent environment systems will be installed to allow facilities in the building to be adapted to meet individual needs. The building is located close to transport hubs, i.e. Colchester Town rail station and the bus station.	The building is for small businesses and individuals creating new opportunities for different groups to come together.
	Sensory	The building will be fitted out to meet the requirements of the DDA, including a new lift and a new main entrance set at pavement level.	Intelligent environment systems will be installed to allow facilities in the building to be adapted to meet individual needs where possible in the listed building	
	Learning			
	Mental health issues			
	Other – <i>please specify</i>			

'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 <sup>3</sup>	White		The building will be for small businesses and individuals creating new opportunities for individuals to start their own business and offer new employment opportunities.	The building is for small businesses and individuals creating new opportunities for different groups to come together.
	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) <sup>4</sup>			The building is for small businesses and individuals creating new opportunities for different groups to come together.
Sex	Men			The building is for small businesses and individuals creating new opportunities for different groups to come together.
	Women			
	Transsexual / gender reassignment			
Sexual Orientation	Lesbian, gay and bisexual			
Marriage and Civil Partnership <sup>5</sup>	People who are single, married or in a civil partnership		not applicable	not applicable

<sup>3</sup> 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).

<sup>4</sup> For example, Buddhist, Christian, Hindu, Jewish, Muslim, Sikh or no religious belief.

<sup>5</sup> Our legal duty in respect of 'marriage or civil partnership' extends only to the need to eliminate unlawful discrimination.

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
Age	Older people (60+)	X	Access to new business and employment opportunities.		
	Younger people (17-25) and children (0-16)	X	The building is for small businesses and individuals creating new opportunities for different groups to come together.		
Disability	Physical	X	Access to new business and employment opportunities.		
	Sensory	X			
	Learning				
	Mental health issues				
	Other – <i>please specify</i>				
Ethnicity	White	X	Access to new business and employment opportunities. The building is for small businesses and individuals creating new opportunities for different groups to come together.		
	Black	X			
	Chinese	X			
	Mixed Ethnic Origin	X			
	Gypsies/ Travellers	X			
	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				

'Protected characteristic' group		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
Religion or Belief	People with a religious belief (or none)				
Sex	Men	X	Access to new business and employment opportunities. The building is for small businesses and individuals creating new opportunities for different groups to come together.		
	Women	X			
	Transsexual / gender reassignment	X			
Sexual Orientation	Lesbian, gay and bisexual	X			
Marriage and Civil Partnership	People who are single, married or in a civil partnership				

9. Could the policy, service or strategy discriminate<sup>6</sup> 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?

Not applicable

---

<sup>6</sup> 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. X	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:

- Teresa Hogsbjerg, Funding Co-ordinator and Project Manager for the Creative Business Centre

13. Date of completion:

- August 2015 (original) October 2012

14. Date for update or review of this screening:

- August 2018