

Colchester Borough Council

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

Section 1: Initial Equality Impact Assessment

Name of policy to be assessed:

- Asset Management Strategy 2018-22, Boundary Definition Policy, Fixed Electrical Installations- Inspection and Testing Policy, Low Energy-Related Property Policy, Fire Safety Policy, Tenant Alterations Policy.

NB: 'Policy' is meant broadly to mean policy, strategy, service, function, activity or decision.

[Colchester Borough Council - Strategies](#)

1. What is the main purpose of the policy?

- To identify the strategy for maintaining the Council's housing stock
- Define boundaries on Council tenanted property
- Maintain a statutory level of energy performance
- Ensure that inspection of fixed electrical installations occurs regularly
- Ensure that Council properties are risk assessed in regard to fire safety

2. What main areas or activities does it cover?

- Help improve the quality and condition of Colchester Borough Council's stock and to maintain the Government's Decent Homes Standard.
- Ensure that Council owned boundaries are defined and to what extent. Ensure that a process is in place to implement the policy.
- Ensure that staff, tenants and leaseholders are kept safe when testing of electrical installations takes place
- Ensure that properties do not fall below a minimum energy performance level
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3. Are there changes to an existing policy being considered in this assessment? If so what are they?

- This strategy replaces the previous Asset Management Strategy
- Fixed Electrical Installations- Inspection and Testing Policy – New policy
- Low Energy-Related Property Policy – New policy
- Fire Safety Policy – New policy

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

- Colchester Borough Homes
- Tenants and leaseholders

5. What outcomes do you want to achieve from the policy?

- Establish a framework within which asset management will be provided and plan for a sustainable future through a programme of planned re-investment.

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

- Colchester Borough Homes
- CBC Finance
- CBC Planning

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

- Stock condition survey and data (information on this is included in the Asset Management Strategy)

8. The 'general duty' states that we must have "due regard" to the need 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?³
- (c) foster good relations between people who share a protected characteristic and those who do not?⁴

Not all policies help us to meet the 'general duty', but most do.

Where applicable, explain how this policy helps us to meet the 'general duty':

The policy helps us to 'eliminate unlawful discrimination, harassment and victimisation' in the following way(s):

- The Council will work closely with partner agencies, suppliers and consult with tenants and leaseholders, to promote understanding which can benefit all groups.

The policy helps us to 'advance equality of opportunity...' in the following way(s):

- The strategy and policies seek to advance equality and combat disadvantage by providing safe and secure accommodation for all of the Councils tenants and leaseholders.

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. Local Data on the Protected Characteristics is available [on this page](#) of the Hub.

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.

³ 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.

⁴ This involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding.

The policy helps us to ‘foster good relations...’ in the following way(s):

- The Council will work closely with partner agencies, suppliers and consult with tenants and leaseholders to promote understanding which can benefit all groups.

9. This section helps us to identify any disproportionate impacts. Please indicate in the table below whether the policy is likely to particularly benefit or disadvantage any of the ‘protected characteristics’.

Remember to include reference to any relevant consultation, data or information.

‘Protected characteristic’ group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
Age	Older people (60+)	✓	The strategy ensures that the Council maintains its sheltered housing stock to a high standard that is safe and secure.		None identified
	Younger people (17-25) and children (0-16)		None identified		None identified
Disability	Physical	✓	The strategy will help to develop and improve accessibility to common areas of blocks and publicly accessible space. By facilitating adaptations to homes we will enable tenants to improve their quality of living by providing such work as hand rails or making a property wheelchair accessible.	✓	During periods of major works there may be issues accessing buildings or blocks.
	Sensory	✓	As above	✓	As above
	Learning	✓	As above	✓	As above
	Mental health issues	✓	As above	✓	As above
	Other – <i>specify</i>		None identified		None identified

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
Ethnicity ⁵	White		None identified		None identified
	Black		None identified		None identified
	Chinese		None identified		None identified
	Mixed Ethnic Origin		None identified		None identified
	Gypsies/ Travellers		None identified		None identified
	Other – <i>please state</i>		None identified		None identified
Language	English not first language		None identified		None identified
Pregnancy and Maternity	Women who are pregnant or have given birth in last 26 weeks		None identified		None identified
Religion or Belief	People with a religious belief (or none)		None identified		None identified
Sex	Men		None identified		None identified
	Women		None identified		None identified
Gender Reassignment ⁶	Transgender/ Transsexual		None identified		None identified
Sexual Orientation	Bisexual, Heterosexual, Gay or Lesbian		None identified		None identified
Marriage and Civil	People who are married or in a civil		None identified		None identified

⁵ 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).

⁶ The protected characteristic of gender reassignment is defined by the Equality Act 2010 as “a person proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.” This is a personal process that may involve medical interventions such as counselling, psychotherapy, hormone therapy or surgery, but does not have to. NB: It is generally held that transgender people disguise their features or clothing to resemble their preferred sex, whereas transsexual people wish to change their body to completely resemble their preferred sex.

'Protected characteristic' group		Positive Impact	Explain how it could particularly benefit the group	Negative Impact	Explain how it could particularly disadvantage the group
Partnership	partnership				

10. If you have identified any negative impacts (above) how can they be minimised or removed?

(This is a key section: Please deal with each negative impact noted above in turn.)

- By consulting with tenants and leaseholders any negative impacts will be removed or minimised. A task and finish group will be used to monitor the strategy and policy implementations where appropriate.

11. Could the policy discriminate⁷ against any 'protected characteristic', either directly or indirectly⁸?

- No

⁷ 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'.

⁸ If you answer 'yes' to question 11 (above) you will need to complete this section *and* go on to complete Section 2 in order to conduct a full Equality Impact assessment.

Summary and findings of Initial Equality Impact Assessment

12. Please put a tick in the relevant box to confirm your findings, and what the next step is:

Findings	Action required
No negative impacts have been identified ✓	Sign off screening and finish.
Negative impacts have been identified but have been minimised or removed <input type="checkbox"/>	Sign off screening and finish.
Negative impacts could not be 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.

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

- Geoff Beales – Housing Client Co-Ordinator

14. Date of completion:

- 30 November 2017

15. Date for update or review of this screening:

- This strategy and associated policies is for the period 2018 -21