

Colchester Borough Homes Equality Impact Assessment Form - An Analysis of the Effects on Equality

Section 1: Initial Equality Impact Assessment

Name of policy, service or strategy to be assessed:

Environmental Policy

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

- To help ensure CBH has a positive impact upon the external environment and operates in accordance with relevant legislation and best practice.

2. What main areas or activities does it cover?

- Working processes
- Low carbon technologies
- Places of work
- Vehicles

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

- Tenants and leaseholders
- Staff
- Borough residents

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

- To help ensure CBH has a positive impact upon the external environment.
- To help ensure CBH operates in accordance with relevant legislation and best practice
- To achieve the above in a way that is economically viable and sustainable.

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

- CBC
- Essex County Council

6. Does the policy, service or strategy help to further or facilitate 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?

The policy doesn't specifically help us to meet the general duty. It focuses on best practice and compliance around CBH's impact upon the external environment.

8. Are there any concerns that the policy, service or strategy could have a differential impact in terms of equality? No

'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+)		None identified		None identified
	Younger people (17-25) and children (0-16)		None identified		None identified
Disability	Physical		None identified		None identified
	Sensory		None identified		None identified
	Learning		None identified		None identified
	Mental health issues		None identified		None identified
	Other – <i>please specify</i>		None identified		None identified
Ethnicity	White		None identified		None identified

¹ These three 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		Positive Impact	Explain how it could benefit the group	Negative Impact	Explain how it could disadvantage the group
	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	X	The Policy is in English, See section 10 below.
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
	Transsexual / gender reassignment		None identified		None identified
Sexual Orientation	Lesbian, gay and bisexual		None identified		None identified
Marriage and Civil Partnership	People who are single, married or in a civil partnership		None identified		None identified

9. Could the policy, service or strategy discriminate³ 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?

³ 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.

The policy is in English. Staff will assist customers in accessing suitable translation and interpreting services on request.

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. <input type="checkbox"/>	Sign off screening and finish.
Likely negative impacts have been identified but have been minimised or removed. X	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:

David Barthram

13. Date of completion:

February 2020

14. Date for update: February 2023 or policy review date (if earlier)