

# Equality Impact Assessment

## Context

1. under s.149 of the Equality Act 2010, when making decisions, Essex County Council must have regard to the Public Sector Equality Duty, ie have due regard to:
  - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
  - advancing equality of opportunity between people who share a protected characteristic and those who do not,
  - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
  - age
  - disability
  - gender reassignment
  - marriage/civil partnership
  - pregnancy/maternity
  - race
  - religion/belief
  - gender and sexual orientation.
3. In addition to the above protected characteristics you should consider the cross-cutting elements of the proposed policy, namely the social, economic and environmental impact (including rurality) as part of this assessment. These cross-cutting elements are not a characteristic protected by law but are regarded as good practice to include.
4. The Equality Impact Assessment (EqIA) document should be used as a tool to test and analyse the nature and impact of either what we do or are planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. Use the questions in this document to record your findings. This should include the nature and extent of the impact on those likely to be affected by the proposed policy.
6. Where this EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. The EqIA will be published at:  
<http://cmis.essexcc.gov.uk/essexcmis5/BusinessManager.aspx>
8. All **Cabinet Member Actions, Chief Officer Actions, Key Decisions** and **Cabinet Reports must be** accompanied by an EqIA.
9. For further information, refer to the EqIA guidance for staff.
10. For advice, contact:  
Shammi Jalota [shammi.jalota@essex.gov.uk](mailto:shammi.jalota@essex.gov.uk)  
Head of Equality and Diversity  
Corporate Law & Assurance  
Tel 0330 134592 or 07740 901114



## Section 1: Identifying details

Your function, service area and team: Essex Property and Facilities, Corporate Services

If you are submitting this EqlA on behalf of another function, service area or team, specify the originating function, service area or team:

Title of policy or decision: to declare the following property surplus to requirements and provide authority for the disposal The former Epping St John's Junior & Primary School, St Johns Road, Epping , CM16 5DN.

Officer completing the EqlA: Simon Hughes Tel: 033301 33338  
Email: simon.hughes@essex.gov.uk

Date of completing the assessment: 12<sup>th</sup> November 2015

## Section 2: Policy to be analysed

2.1	Is this a new policy (or decision) or a change to an existing policy, practice or project? New decision
2.2	<p>Describe the main aims, objectives and purpose of the policy (or decision): To declare the above property surplus to ECC's requirements and authorise the disposal of the property.</p> <p>The former Epping Junior School and adjacent Adult Education and Youth Centre, known locally as Centre Point, in St. John's Road Epping are vacant and boarded. The site was vacated in April 2010 when the new Epping Primary School was completed. The site has been declared surplus to SCF requirements and the necessary approvals have been obtained from the DfE for a disposal to take place.</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? For ECC to achieve best value for the asset in line with corporate objectives and save the revenue costs associated with holding a partly vacant and surplus property.</p>
2.3	<p>Does or will the policy or decision affect:</p> <ul style="list-style-type: none"><li>• service users</li><li>• employees</li><li>• the wider community or groups of people, particularly where there are areas of known inequalities?</li></ul> <p>No. The property was originally declared surplus and approval given to dispose in April 2010.</p> <p>Will the policy or decision influence how organisations operate? No</p>
2.4	Will the policy or decision involve substantial changes in resources?



	No
2.5	<p>Is this policy or decision associated with any of the Council's other policies and how, if applicable, does the proposed policy support corporate outcomes?</p> <p>In line with the approved Corporate Approach to Asset Management and Property Transformation (Cabinet Decision FP/556/06/11) to hold only as much property as is needed to support service delivery and to maximise capital receipts through the disposal of properties which are not required. The decision will contribute to the corporate objective of reducing on-going revenue cost of holding and using property and help achieve the Property Transformation outcome target of £45 million by 31<sup>st</sup> March 2016 and the Vision for Essex 2013-17 principle of spending taxpayers' money wisely.</p>



### Section 3: Evidence/data about the user population and consultation<sup>1</sup>

As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

3.1	What does the information tell you about those groups identified? NA
3.2	Have you consulted or involved those groups that are likely to be affected by the policy or decision you want to implement? If so, what were their views and how have their views influenced your decision? NA
3.3	If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary: NA

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<sup>1</sup> Data sources within EEC. Refer to Essex Insight:  
<http://www.essexinsight.org.uk/mainmenu.aspx?cookieCheck=true>  
with links to JSNA and 2011 Census.

## Section 4: Impact of policy or decision

Use this section to assess any potential impact on equality groups based on what you now know.

<b>Description of impact</b>	<b>Nature of impact</b> Positive, neutral, adverse (explain why)	<b>Extent of impact</b> Low, medium, high (use L, M or H)
Age	NA	L
Disability	NA	L
Gender	NA	L
Gender reassignment	NA	L
Marriage/civil partnership	NA	L
Pregnancy/maternity	NA	L
Race	NA	L
Religion/belief	NA	L
Sexual orientation	NA	L
<b>Cross-cutting themes</b>		
<b>Description of impact</b>	<b>Nature of impact</b> Positive, neutral, adverse (explain why)	<b>Extent of impact</b> Low, medium, high (use L, M or H)
Socio-economic	Positive - will provide regeneration and jobs within Epping	M
Environmental, eg housing, transport links/rural isolation	<b>Will provide additional Housing in Epping</b>	<b>M</b>



## Section 5: Conclusion

		Tick Yes/No as appropriate	
5.1	Does the EqlA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No <input checked="" type="checkbox"/>	
		Yes <input type="checkbox"/>	If ' <b>YES</b> ', use the action plan at <b>Section 6</b> to describe the adverse impacts and what mitigating actions you could put in place.



## Section 6: Action plan to address and monitor adverse impacts

What are the potential adverse impacts?	What are the mitigating actions?	Date they will be achieved.
None	Non	NA



## **Section 7: Sign off**

**I confirm that this initial analysis has been completed appropriately.  
(A typed signature is sufficient.)**

Signature of Head of Service: Mark Hobson

Date: 19/10/15

Signature of person completing the EqlA: Simon Hughes

Date: 19/10/15

### **Advice**

Keep your director informed of all equality & diversity issues. We recommend that you forward a copy of every EqlA you undertake to the director responsible for the service area. Retain a copy of this EqlA for your records. If this EqlA relates to a continuing project, ensure this document is kept under review and updated, eg after a consultation has been undertaken.

