

Equalities Comprehensive Impact Assessment

Reference: ECIA474888788

Submitted: 30 December 2022 15:06 PM

Executive summary

Title of policy / decision: North East Quadrant Office Strategy CMA

Policy / decision type: Cabinet Member Action (CMA)

Overview of policy / decision: The purpose of the decision is to enable the consolidation of ECC's office accommodation in Colchester by breaking the Lease of Essex House, vacating Stanwell House and taking a new Lease of part of Rowan House from Colchester City Council. This will enable co-location of Children and Families and Adult Social Care functions with Colchester City Council. The decision will reduce ECC's property costs and enable the future re-purposing or disposal of Stanwell House. There will be improvements in the layout and style of the office accommodation to reflect the principles of the Ways of Working (WoW) programme. The Youth Offending Service will be co-located with the Youth Service in the Colchester Town House. The Rowan House building services and some parts of the common areas have been refurbished by Colchester City Council. The internal fit out of the area to be leased by ECC will be undertaken by MITIE working for ECC.

What outcome(s) are you hoping to achieve?: The co-location of ECC services with CCC services will enable customers to access one place for services provided by both authorities rather than up to three different locations at present. Similarly there will be benefits for service provision through co-location of services in one place for both Adult Social Care and Children & Families and the Youth Offending Service and Youth Service.

Executive Director responsible for policy / decision: Tom Walker (Economy, Investment and Public Health)

Cabinet Member responsible for policy / decision: Christopher Whitbread (Finance, Resources and Corporate Affairs)

Is this a new policy / decision or a change to an existing one?: New policy / decision

How will the impact of the policy / decision be monitored and evaluated?: The financial benefits of the co-location will be monitored through Budget Monitoring. The benefits of improved office accommodation will be monitored and evaluated through the WoW programme. I

Will this policy / decision impact on:

Service users: Yes

Employees: Yes

Wider community or groups of people: Yes

What strategic priorities will this policy / decision support?: Health, Independence and Wellbeing for All Ages, A good place for Children and Families to Grow

Which strategic priorities does this support? - Health: Healthy lifestyles, Promoting independence, Place based working, Carers, Levelling up health

Which strategic priorities does this support? - Families: Education outcomes, Family resilience and stability, Safety, Outcomes for vulnerable children, Levelling up outcomes for families

What geographical areas of Essex will the policy / decision affect?: Colchester, Tendring

Digital accessibility

Is the new or revised policy linked to a digital service (website, system or application)?: No

Equalities - Groups with protected characteristics

Age

Nature of impact: None

Disability - learning disability

Nature of impact: Positive

Extent of impact: Low

Disability - mental health issues

Nature of impact: Positive

Extent of impact: Low

Disability - physical impairment

Nature of impact: Positive

Extent of impact: Low

Disability - sensory impairment

Nature of impact: Positive

Extent of impact: Low

Sex

Nature of impact: Positive

Extent of impact: Low

Gender reassignment

Nature of impact: Positive

Extent of impact: Low

Marriage / civil partnership

Nature of impact: None

Pregnancy / maternity

Nature of impact: Positive

Extent of impact: Low

Race

Nature of impact: Positive

Extent of impact: Low

Religion / belief

Nature of impact: Positive

Extent of impact: Low

Sexual orientation

Nature of impact: Positive

Extent of impact: Low

Rationale for assessment, including data used to assess the impact: The overall impact on this change of workplace location will enable gender neutral WC provision, faith and wellbeing rooms, a nursing room and accessibility and user improvements in accord with the Equalities Act. These are positive impacts for protected characteristics with low extent of impacts.

What actions have already been taken to mitigate any negative impacts: n/a

Levelling up - Priority areas & cohorts

Children and adults with SEND, learning disabilities or mental health conditions (taking an all-age approach)

Nature of impact: Positive

Extent of impact: Low

Children on Free School Meals

Nature of impact: Positive

Extent of impact: Low

Working families

Nature of impact: Positive

Extent of impact: Low

Young adults (16-25 who have not been in education, training or employment for around 6-12 months)

Nature of impact: Positive

Extent of impact: Low

Harlow

Nature of impact: None

Jaywick and Clacton

Nature of impact: Positive

Extent of impact: Low

Harwich

Nature of impact: Positive

Extent of impact: Low

Basildon (Town) housing estates

Nature of impact: None

Canvey Island

Nature of impact: None

Colchester (Town) - Housing Estates

Nature of impact: Positive

Extent of impact: Low

Rural North of the Braintree District

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The co-location of services that support these cohorts in one location will enable easier access to services for customers as well as their delivery. The full benefits of co-location may not be fully understood or realised until the functions are fully embedded and therefore the extent of the positive impact is judged to be low for cohorts and locations at this stage.

What actions have already been taken to mitigate any negative impacts: n/a

Equalities - Inclusion health groups and other priority groups

Refugees / asylum seekers

Nature of impact: Positive

Extent of impact: Low

Homeless / rough sleepers

Nature of impact: Positive

Extent of impact: Low

Offenders / ex-offenders

Nature of impact: Positive

Extent of impact: Low

Carers

Nature of impact: Positive

Extent of impact: Low

Looked after children

Nature of impact: Positive

Extent of impact: Low

Veterans

Nature of impact: Positive

Extent of impact: Low

People who are unemployed / economically inactive

Nature of impact: Positive

Extent of impact: Low

People on low income

Nature of impact: Positive

Extent of impact: Low

Working families

Nature of impact: Positive

Extent of impact: Low

Rationale for assessment, including data used to assess the impact: The co-location of services that support these groups in one location will enable easier access to services for customers as well as their delivery. The full benefits of co-location may not be fully understood or realised until the functions are fully embedded and therefore the extent of the positive impact is judged to be low at this stage.

What actions have already been taken to mitigate any negative impacts: n/a

Equalities - Geographical Groups

People living in areas of high deprivation

Nature of impact: None

People living in rural or isolated areas

Nature of impact: None

People living in coastal areas

Nature of impact: None

People living in urban or over-populated areas

Nature of impact: None

Rationale for assessment, including data used to assess the impact: The overall impact of this proposal on

these groups is neutral. The same services are being provided to the same groups from one building close to the City Centre rather than from two buildings, one on the north side of the City and the other on the southern edge of the City Centre. The services are also co-located with Colchester City Council, which may be beneficial to some customers.

What actions have already been taken to mitigate any negative impacts: n/a

Families

Family formation (e.g. to become or live as a couple, the ability to live with or apart from children)

Nature of impact: Positive

Extent of impact: Low

Families going through key transitions e.g. becoming parents, getting married, fostering or adopting, bereavement, redundancy, new caring responsibilities, onset of a long-term health condition

Nature of impact: Positive

Extent of impact: Low

Family members' ability to play a full role in family life, including with respect to parenting and other caring responsibilities

Nature of impact: Positive

Extent of impact: Low

Families before, during and after couple separation

Nature of impact: Positive

Extent of impact: Low

Families most at risk of deterioration of relationship quality and breakdown

Nature of impact: Positive

Extent of impact: Low

Rationale for assessment, including data used to assess the impact: The co-location of services that support these groups in one location will enable easier access to services for customers as well as their delivery. The full benefits of co-location may not be fully understood or realised until the functions are fully embedded and therefore the extent of the positive impact is judged to be low at this stage.

What actions have already been taken to mitigate any negative impacts: n/a

Climate

Does your decision / policy involve elements connected to the built environment / energy?: Yes

Do you know what products, materials, and qualified built environment professionals you will be using?

Are you maximising the opportunity to source materials locally and maximise use of sustainable materials such as wood?: Yes

Are you using a qualified architect / design team / consultant with the experience and capability to design and secure planning permission to deliver to the highest carbon zero building standards?: N/A

Are you clear that the builder, sub-contractor is qualified and capable of delivering climate resilient buildings (noting risks including subsidence, flooding, overheating), to the highest net zero carbon build quality?: N/A

Is your proposed development / building using the best practice guidance and advice on design quality, climate change and health?

Are you using the design quality and advice provided by the Essex Design Guide?: N/A

Are you using the Climate Change guidance and advice provide by the Essex Design Guide?: N/A

Are you providing a policy compliant development which accords with the District Local Plan policies?: N/A

Are using the Health and Wellbeing guidance provided by the Essex Design Guide?: N/A

Have you provided a costed net zero option for consideration?: N/A

Is your proposed development / building as efficient as possible?

Is the Energy performance Certificate (EPC) rating of the achieving and EPC A+ or net zero carbon standard?: N/A

Have opportunities to reduce energy use through the use of smart digital systems been considered?: N/A

Does your development by design avoid the need for air conditioning?: N/A

Does your new development have water efficiency measures in place?: N/A

Do you know where your energy is coming from and how much of it comes from renewable sources?

Are you maximising opportunities to use onsite renewable energy (e.g. roof top solar panels) to deliver this service?: N/A

Are you maximising opportunities to use onsite renewable energy (e.g. roof top solar panels) to deliver this service?: N/A

Is your new or extended development using a renewable heat source e.g. district heating or a form of heat pump?: N/A

Is your development resilient to climate risks including flooding, overheating and subsidence?

Is your site at risk of coastal erosion? Is there a plan in place to protect the coastline: if the coastline is being allowed to erode, this may impact the lifetime of your site.: N/A

Have you reviewed environment agency to ascertain your flood risk? Do you need to put in place mitigation such as sustainable drainage?: N/A

Water is scarce and needs to be absorbed into the land wherever possible. Are you prioritising nature based flood risk mitigations such as sustainable drainage, water butts, planting and ponds which protect against water scarcity?: N/A

Are you using external planting, green walls and green roofs to insulate the building and provide shading to cut risks of overheating?: N/A

Is your development supporting active travel and minimising pollution?

Does your site allow connection to key public transport and active travel routes?: Yes

Are you using Green Infrastructure to interrupt the pathway of carborne pollutants to the public e.g. use of hedges, shrubs and trees?: N/A

Have you provided space for secure cycle parking, showering, cycle and walking pathways on site etc?:
Yes

Does the building have adequate space for recycling and waste separation?: Yes

Does your decision / policy involve designing service provision and procurement to minimise freight and staff travel and enable use of active and public transport options?: Yes

Where are staff coming from and how they are travelling? Using local staff to reduce travel needs, use sustainable modes of travel to get to sites. Where car journey are essential, can staff be incentivised to car share?: The site is accessible by bus and park and ride services. Rail travel is available to Colchester and Colchester Town stations. Limited parking facilities are provided on site and additional parking for eligible users available in a nearby car park. Eligibility for parking is being managed as part of the relocation to this building.

Are you specifying electric cars?: No

Are you specifying transition to low emission vehicles for heavier vehicles as these become available?:
No

Does your decision / policy involve elements connected to waste?: Yes

Do you know what products or materials you will be using and where these come from?

Are you maximising the opportunity to source locally?: Yes

Are you specifying goods or materials with a recycled / reused content?: Yes

Are you able to utilise repurposed (second-hand) equipment when delivering this decision?: Yes

Are the materials being used easy to recycle at the end of their life?: Yes

Have you selected materials that minimise environmental impacts e.g. minimising one use plastics?: Yes

Have you considered bulk buying materials to reduce the number of trips?: Yes

How much waste are you expecting this activity to generate?

Are you able to measure the amount of waste being generated and set targets to reduce?: Yes

Can the service be operated in a digital way or redesigned to reduce the use of material resources?: N/A

If purchasing goods, are they durable and long lasting, and can they be easily maintained and repaired?:
Yes

Are you able to share goods and service with others to reduce resource use?: Yes

Are you avoiding over-packaged or difficult to recycle goods and single use items?: Yes

Can you donate or sell materials and products that are no longer required?: Yes

Will any waste be generated by this decision?: Yes

Most of our activities will generate waste so it is important that this waste is managed properly to reduce green house gas emissions. What approaches are in place to maximise reuse, recycling and composting of any waste generated by this decision?: The MITIE waste quality plan that ensures waste is recorded and segregated and recycled - contractor complies

Where is waste being treated and disposed of? Using local disposal points minimises the transportation of waste which is likely to reduce GHG emissions.: The contractor is responsible for managing waste arising from the fit out works.

Nature of impact

Built Environment / Energy: Positive

Sustainable Transport / Travel: None

Waste: None

Extent of impact

Built Environment / Energy: Low

Rationale for assessment, including data used to assess the impact: ECC is taking a lease of Rowan House. The property has been refurbished by CCC and the further fit out works being undertaken by ECC are minimal. The reduction from two main offices into one will enable reductions in energy use. The overall impact on travel and day to day waste will be neutral.

What actions have already been taken to mitigate any negative impacts: n/a

Action plan to address and monitor adverse impacts

Does your ECIA indicate that the policy or decision would have a medium or high adverse impact on one or more of the groups / areas identified?: No

Details of person completing the form

I confirm that this has been completed based on the best information available and in following ECC guidance: I confirm that this has been completed based on the best information available and in following ECC guidance

Date ECIA completed: 30/12/2022

Name of person completing the ECIA: Andrew Stirling

Email address of person completing the ECIA: andrew.stirling@essex.gov.uk

Your function: Economy, Investment and Public Health

Your service area: Property, Investment and Delivery

Your team: Property

Are you submitting this ECIA on behalf of another function, service area or team?: No

Email address of Head of Service: ben.finlayson@essex.gov.uk