

# 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/Home.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 Housing; Economy, Localities, Public Health Infrastructure and Environment

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

Title of policy or decision: Land for Housing Development in Brentwood: Shenfield library (BRE006)

Officer completing the EqlA: Nicoli Fleming Tel: 07827305439 Email: nicoli.fleming@essex.gov.uk

Date of completing the assessment:

## 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):<br/>This paper seeks approval to draw down funding to progress a scheme at the site of the Shenfield Library site, Brentwood, Essex (the Site) to full planning determination stage (the Project).</p> <p>To help meet the housing needs of Essex residents<br/>Support economic growth and regeneration.<br/>Protect the greenbelt by developing on brownfield land.<br/>Maximise the use/value of this County Council owned site<br/>Realise a significant capital receipt<br/>Reduce revenue expenditure.</p> <p>What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)?<br/>Development of this site for housing will: help meet housing needs of residents; reprovide a valuable community asset; support economic growth and regeneration; and maximise the use of an underutilised public sector asset.</p> <p>The outcomes we ultimately wish to achieve (subject to a second decision at FBC ) are:</p> <p>Provide ten new residential units.<br/>Provide a cash surplus to ECC.<br/>Provide a new library/community hub with a significant asset value. (This will replace the existing library at no net cost to ECC.)<br/>Provide a new crèche/café providing either a further capital receipt or rental income for ECC.<br/>Avoid maintenance liabilities for work planned for the next 3-5 years.<br/>Protect the greenbelt by developing on brownfield land.</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>The development of this site will increase the supply of open market housing. It will also improve community provision in this location.<br/>Any potential change to library provision will be subject to a separate decision at FBC stage and in line with the outcome of the recent (and any subsequent) public consultation<br/>The proposal if adopted will result in a new café/creche on site.</p> <p>Will the policy or decision influence how organisations operate?<br/>No</p> |
| 2.4 | <p>Will the policy or decision involve substantial changes in resources?<br/>No</p>  |
| 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?<br/>Each of ECC's corporate objectives relate to and are impacted upon by housing which has been identified as a key cross-cutting theme. As part of the work of the Essex Housing function this decision will directly support the achievement of ECC's key objectives.</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 | <p>What does the information tell you about those groups identified?</p> <p>Data from housing authorities demonstrates a shortfall in housing completions in relation to projected requirements of open market and affordable provision. This decision will contribute to addressing these shortfalls.</p>   |
| 3.2 | <p>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?</p> <p>This business case has been brought forward following an extensive countywide consultation on the future of public libraries in the county. (Site specific outcome to be added).</p> <p>Essex Housing has consulted extensively with partner organisations (housing authorities, Police, Fire, health, Probation, Government Property Unit, Local Government Association, National Housing Association, Registered Providers etc) in the development of Essex Housing. Furthermore, the Project has involved People and Place Commissioning from the outset.</p> |
| 3.3 | <p>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:</p> <p>This business case has been brought forward following an extensive countywide consultation on the future of public libraries in the county. (Site specific outcome to be added).</p>   |

<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.

| Description of impact      | Nature of impact<br>Positive, neutral, adverse<br>(explain why) | Extent of impact<br>Low, medium, high<br>(use L, M or H) |
|----------------------------|---|--|
| Age                        | Neutral   | L  |
| Disability                 | Neutral   | L  |
| Gender                     | Neutral   | L  |
| Gender reassignment        | Neutral   | L  |
| Marriage/civil partnership | Neutral   | L  |
| Pregnancy/maternity        | Neutral   | L  |
| Race                       | Neutral   | L  |
| Religion/belief            | Neutral   | L  |
| Sexual orientation         | Neutral   | L  |

### Cross-cutting themes

| Description of impact                                      | Nature of impact<br>Positive, neutral, adverse (explain why)   | Extent of impact<br>Low, medium, high<br>(use L, M or H) |
|--|--|--|
| Socio-economic   | Positive. This decision will increase supply and therefore availability of housing. Housing development is a key enabler of economic growth.   | H  |
| Environmental, eg housing, transport links/rural isolation | <b>Positive. This decision will build housing helping to meet housing needs in Essex. Furthermore, development will be undertaken in a way which promotes social cohesion and integration. Development on this brownfield site will help to protect green space in the County.</b> | H  |



## Section 5: Conclusion

|     |  | Tick<br>Yes/No as<br>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. |
|---|----------------------------------|-----------------------------|
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**Section 7: Sign off**

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

Signature of Head of Service: Gwyn Owen

Date: 20/08/18

Signature of person completing the EqlA: Dan Taylor

Date: 20/08/18

**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.

