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
    - sex/gender
    - 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 online:

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
    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
If you are submitting this EqIA on behalf of another function, service area or team, specify the originating function, service area or team: N/A
Title of policy or decision: Development for Housing, Hamberts Farm , South Woodham Ferrers
Officer completing the EqIA: David Evans Email: David.thompson@essex.gov.uk
Date of completing the assessment: 2nd July 2021

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? Yes
2.2	Describe the main aims, objectives and purpose of the policy (or decision): To enter into contractual arrangements with Countryside Developments for the future sale of ECC owned land for residential purposes What outcome(s) are you hoping to achieve (ie decommissioning or commissioning a service)? Property disposal
2.3	Does or will the policy or decision affect: • service users No • employees No • the wider community or groups of people, particularly where there are areas of known inequalities? The proposal may include the provision of infrastructure to support local social care services in South Woodham Ferrers Will the policy or decision influence how organisations operate? No
2.4	Will the policy or decision involve substantial changes in resources? A series capital receipts will be received
2.5	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? No

Section 3: Evidence/data about the user population and consultation[1]	
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). N/A	
3.1	What does the information tell you about those groups identified?
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?
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. Please include any reasonable adjustments, e.g. accessible formats, you will provide as part of the consultation process for disabled people:

[1] 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** Positive, neutral, adverse (explain why)	**Extent of impact** Low, medium, high (use L, M or H)
Age	N	L
Disability – learning disability	N	L
Disability – mental health issues	N	L
Disability – physical impairment	N	L
Disability – sensory impairment (visual, hearing and deafblind)	N	L
Gender/Sex	N	L
Gender reassignment	N	L
Marriage/civil partnership	N	L
Pregnancy/maternity	N	L
Race	N	L
Religion/belief	N	L
Sexual orientation	N	L

Cross-cutting themes

Description of impact	**Nature of impact** Neutral	**Extent of impact** Low
Socio-economic	N	L
Environmental, eg housing, transport links/rural isolation	N	**L**

Section 5: Conclusion			
		Tick Yes/No as appropriate	
5.1	Does the EqIA in Section 4 indicate that the policy or decision would have a medium or high adverse impact on one or more equality groups?	No ☒	
		Yes ☐	If '**YES**', use the action plan at **Section 6** 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.

Section 7: Sign off

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

Signature of Head of Service: David Thompson	Date: 02/07/2021
Signature of person completing the EqIA: Chris Bandy	Date: 02/07/2021

Advice

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