

EQUALITY IMPACT ANALYSIS FORM

STAGE1: INITIAL EQUALITY IMPACT ANALYSIS

This stage will establish whether a policy, strategy, plan, function or a change initiative (proposed step) is likely to have an adverse or positive impact on human rights or on the grounds of a protected characteristic i.e. race, gender, disability, age, religion or belief, sexual orientation. (Refer to [Guidance Document](#))

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|-------------------------------|---|
| Title of Proposed Step | To create a Trust to run the Grangewaters Outdoor Education Centre |
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|----------------------------------|--------------------------------|
| Name of Author: Sue Green | Dept: Children Services |
| | Ext: 2340 |

Q 1. What is the aim of the proposed step? Is it likely to have a positive impact, such as promoting human rights, tackling discrimination, improving access, promoting community cohesion or addressing socio-economic inequality? If "yes", summarise evidence from stakeholders, corporate diversity team, research or data:

The aim of the proposed step is to create a Trust to manage and oversee the day to day delivery of Grangewaters Outdoor Education Centre, as a part of the review of options looking at the long term future of Grangewaters. This model does provide the opportunity to have a positive impact as there is the option to create a structure that provides additional community benefits. These can be stated when setting up the Trust to target particular Stakeholders that are relevant to the business needs of Grangewaters. This model will also provide the opportunity to engage the community and Stakeholders in the running of the outdoor education centre.

Q 2. Can the positive impact be further enhanced to benefit a wider range of people than originally envisaged?

It is felt that this could be further enhanced with a Trust as along with the day to day business there could be a target group for community benefits. In addition it will provide an opportunity for a broader range of Stakeholders in the community to be involved in the running of the Grangewaters Outdoor Education Centre that is developing community skills and engagement.

Q 3. Is there likely to be an adverse impact as a result of this proposed step? If **NO**, explain why here. If **YES** a more detailed analysis of impact will be required go to **Stage 2**.

No, there is unlikely to be an adverse impact, however care would need to be taken to ensure that the standards set as a part of the local authority with regards to equality and diversity are maintained when setting up the Trust.

Note: The boxes in **stage 2** should be marked with **Not Applicable** when terminating the process at **Q.3**. The administration section must still be fully completed.

STAGE 2: FULL EQUALITY IMPACT ANALYSIS

This stage examines the proposed step in more detail in order to obtain further information about its potential negative impact. It will help inform whether any remedial action needs to be taken, and may form part of a continuing assessment framework as the proposal develops.

Q 4. What research/data/information is there on any equality or human rights issues, or the relevant equality groups impacted? What differential impact is there between equality groups?

N/A

Q 5. Have you received advice on equality requirements or issues? Provide a summary of the equalities and human rights advice received from the corporate diversity team:

N/A

Q 6. Have the proposed steps been revised following a consultation? What steps have been taken to mitigate any adverse impact/ reduce/eliminate inequalities? Give an analysis of any specific factors which have been taken into account? If no consultation was undertaken please say why.

N/A

Q 7. Does the potential negative impact fall within the very **high** to **medium** range of the risk assessment - see risk assessment grid. What actions will be taken to reduce risk to **low** and improve outcomes?

N/A

Q 8. How will the proposed steps be monitored and evaluated, including its impact? Where appropriate, what data systems or methods will be introduced to support monitoring or evaluation?

N/A

Please send the form to The Corporate Diversity Team 3rd Floor Civic Offices or diversity@thurrock.gov.uk. We will complete the administration section and publish the document. The EqIA is not completed unless it is properly published.

Electronic signatures are acceptable

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| EqIA Meeting Date: | EqIA Publication Date: |
| EqIA Submitted Date: | EqIA Review Date: |

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| AUTHOR SIGNATURE: | Sue Green |
| HEAD OF SERVICE SIGNATURE:: | |

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STAGE1: INITIAL EQUALITY IMPACT ANALYSIS

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|-------------------------------|---|
| Title of Proposed Step | To create a Community Interest Company to manage and run Grangewaters Outdoor Education Centre |
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|----------------------------------|--------------------------------|
| Name of Author: Sue Green | Dept: Children Services |
| | Ext: 2340 |

Q 1. What is the aim of the proposed step? Is it likely to have a positive impact, such as promoting human rights, tackling discrimination, improving access, promoting community cohesion or addressing socio-economic inequality? If "yes", summarise evidence from stakeholders, corporate diversity team, research or data:

The aim of the proposed step is to create a Community Interest Company to manage and oversee the day to day delivery of Grangewaters Outdoor Education Centre as a part of the review of options looking at the long term future of Grangewaters.

This model does provide the opportunity to have a positive impact as there is the option to create a structure that provides additional community benefits. These can be stated when setting up the community interest company to target particular Stakeholders that are relevant to the business needs of Grangewaters. This model will also provide the opportunity to engage the community and Stakeholders in the running of the outdoor education centre.

Q 2. Can the positive impact be further enhanced to benefit a wider range of people than originally envisaged?

It is felt that this could be further enhanced with a Community Interest Company as along with the day to day business there could be a target group for community benefits. In addition it would provide the opportunity for a broader range of Stakeholders in the community to be involved in the running of the Grangewaters Outdoor Education Centre that is developing community skills and engagement.

Q 3. Is there likely to be an adverse impact as a result of this proposed step? If **NO**, explain why here. If **YES** a more detailed analysis of impact will be required go to **Stage 2**.

No, there is unlikely to be an adverse impact, however care would need to be taken to ensure that the standards set as a part of the local authority with regards to equality and diversity are maintained when setting up the Community Interest Company.

Note: The boxes in **stage 2** should be marked with **Not Applicable** when terminating the process at **Q.3**. The administration section must still be fully completed.

STAGE 2: FULL EQUALITY IMPACT ANALYSIS

This stage examines the proposed step in more detail in order to obtain further information about its potential negative impact. It will help inform whether any remedial action needs to be taken, and may form part of a continuing assessment framework as the proposal develops.

Q 4. What research/data/information is there on any equality or human rights issues, or the relevant equality groups impacted? What differential impact is there between equality groups?

N/A

Q 5. Have you received advice on equality requirements or issues? Provide a summary of the equalities and human rights advice received from the corporate diversity team:

N/A

Q 6. Have the proposed steps been revised following a consultation? What steps have been taken to mitigate any adverse impact/ reduce/eliminate inequalities? Give an analysis of any specific factors which have been taken into account? If no consultation was undertaken please say why.

N/A

Q 7. Does the potential negative impact fall within the very **high** to **medium** range of the risk assessment - see risk assessment grid. What actions will be taken to reduce risk to **low** and improve outcomes?

N/A

Q. 8. How will the proposed steps be monitored and evaluated, including its impact? Where appropriate, what data systems or methods will be introduced to support monitoring or evaluation?

N/A

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STAGE1: INITIAL EQUALITY IMPACT ANALYSIS

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| Title of Proposed Step | Retain Grangewaters Outdoor Education Centre in the Local Authority |
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|----------------------------------|--------------------------------|
| Name of Author: Sue Green | Dept: Children Services |
| | Ext: 2340 |

Q 1. What is the aim of the proposed step? Is it likely to have a positive impact, such as promoting human rights, tackling discrimination, improving access, promoting community cohesion or addressing socio-economic inequality? If "yes", summarise evidence from stakeholders, corporate diversity team, research or data:

The aim of the proposed step is to assess the equality impact of retaining Grangewaters in the local authority, as a part of an options analysis to look at future delivery mechanisms.

By retaining the Grangewaters outdoor education centre in the local authority, there is more protection on the grounds of protected characteristics as these will then fall under the local authority requirements and policies. However this limits access for the community to contribute towards the running of the centre and to the objectives of it. Evidence from a Stakeholders event held in 2011, showed that Stakeholders in the community would like to be more involved in the centre and felt that improved community engagement would enhance this.

Q 2. Can the positive impact be further enhanced to benefit a wider range of people than originally envisaged?

The positive impact could be enhanced to benefit a wider range of people, if Stakeholders were more fully involved in the running of Grangewaters however this is limited due to the local authority control of the centre.

Q 3. Is there likely to be an adverse impact as a result of this proposed step? If **NO**, explain why here. If **YES** a more detailed analysis of impact will be required go to **Stage 2**.

There is not likely to be any adverse impact however it does mean that the positive impact is limited.

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Note: The boxes in **stage 2** should be marked with **Not Applicable** when terminating the process at **Q.3**. The administration section must still be fully completed.

STAGE 2: FULL EQUALITY IMPACT ANALYSIS

This stage examines the proposed step in more detail in order to obtain further information about its potential negative impact. It will help inform whether any remedial action needs to be taken, and may form part of a continuing assessment framework as the proposal develops.

Q 4. What research/data/information is there on any equality or human rights issues, or the relevant equality groups impacted? What differential impact is there between equality groups?

N/A

Q 5. Have you received advice on equality requirements or issues? Provide a summary of the equalities and human rights advice received from the corporate diversity team:

N/A

Q 6. Have the proposed steps been revised following a consultation? What steps have been taken to mitigate any adverse impact/ reduce/eliminate inequalities? Give an analysis of any specific factors which have been taken into account? If no consultation was undertaken please say why.

N/A

Q 7. Does the potential negative impact fall within the very **high** to **medium** range of the risk assessment - see risk assessment grid. What actions will be taken to reduce risk to **low** and improve outcomes?

N/A

Q. 8. How will the proposed steps be monitored and evaluated, including its impact? Where appropriate, what data systems or methods will be introduced to support monitoring or evaluation?

N/A

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| | |
|-------------------------------|-----------------------|
| Title of Proposed Step | Commission Out |
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|----------------------------------|--------------------------------|
| Name of Author: Sue Green | Dept: Children Services |
| | Ext: 2340 |

Q 1. What is the aim of the proposed step? Is it likely to have a positive impact, such as promoting human rights, tackling discrimination, improving access, promoting community cohesion or addressing socio-economic inequality? If "yes", summarise evidence from stakeholders, corporate diversity team, research or data:

The aim of the proposed step is to consider the equality impact of commissioning out of Grangewaters Outdoor Education Centre as a part of assessment of delivery mechanisms for the future of the centre.

By commissioning the service out there is the potential for a positive impact against protected characteristics, however these are limited as an open commissioning exercise will need to be completed and whilst some objectives could be included within that, care would have to be taken not to offer an unfair disadvantage to certain organisations.

Q 2. Can the positive impact be further enhanced to benefit a wider range of people than originally envisaged?

The positive impact could be enhanced by close monitoring and detail in the commissioning agreement. However, this is limited due to contract requirements.

Q 3. Is there likely to be an adverse impact as a result of this proposed step? If **NO**, explain why here. If **YES** a more detailed analysis of impact will be required go to **Stage 2**.

It is unlikely that there would be an adverse impact although the opportunities to create a positive impact could be limited.

Note: The boxes in **stage 2** should be marked with **Not Applicable** when terminating the process at **Q.3**. The administration section must still be fully completed.

STAGE 2: FULL EQUALITY IMPACT ANALYSIS

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This stage examines the proposed step in more detail in order to obtain further information about its potential negative impact. It will help inform whether any remedial action needs to be taken, and may form part of a continuing assessment framework as the proposal develops.

Q 4. What research/data/information is there on any equality or human rights issues, or the relevant equality groups impacted? What differential impact is there between equality groups?

N/A

Q 5. Have you received advice on equality requirements or issues? Provide a summary of the equalities and human rights advice received from the corporate diversity team:

N/A

Q 6. Have the proposed steps been revised following a consultation? What steps have been taken to mitigate any adverse impact/ reduce/eliminate inequalities? Give an analysis of any specific factors which have been taken into account? If no consultation was undertaken please say why.

N/A

Q 7. Does the potential negative impact fall within the very **high** to **medium** range of the risk assessment - see risk assessment grid. What actions will be taken to reduce risk to **low** and improve outcomes?

N/A

Q 8. How will the proposed steps be monitored and evaluated, including its impact? Where appropriate, what data systems or methods will be introduced to support monitoring or evaluation?

N/A

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| | |
|-------------------------------|--|
| Title of Proposed Step | To create a Charitable Incorporated Organisation to run the Grangewaters Outdoor Education Centre |
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|----------------------------------|--------------------------------|
| Name of Author: Sue Green | Dept: Children Services |
| | Ext: 2340 |

Q 1. What is the aim of the proposed step? Is it likely to have a positive impact, such as promoting human rights, tackling discrimination, improving access, promoting community cohesion or addressing socio-economic inequality? If "yes", summarise evidence from stakeholders, corporate diversity team, research or data:

The aim of the proposed step is to create a Charitable Incorporated Organisation (CIO) to manage and oversee the day to day delivery of Grangewaters Outdoor Education Centre, as a part of the review of options looking at the long term future of Grangewaters. This model does provide the opportunity to have a positive impact as there is the option to create a structure that provides additional community benefits. These can be stated when setting up the CIO to target particular Stakeholders that are relevant to the business needs of Grangewaters. This model will also provide the opportunity to engage the community and Stakeholders in the running of the outdoor education centre.

Q 2. Can the positive impact be further enhanced to benefit a wider range of people than originally envisaged?

It is felt that this could be further enhanced with a CIO as along with the day to day business there could be a target group for community benefits. In addition it will provide an opportunity for a broader range of Stakeholders in the community to be involved in the running of the Grangewaters Outdoor Education Centre that is developing community skills and engagement.

Q 3. Is there likely to be an adverse impact as a result of this proposed step? If **NO**, explain why here. If **YES** a more detailed analysis of impact will be required go to **Stage 2**.

No, there is unlikely to be an adverse impact, however care would need to be taken to ensure that the standards set as a part of the local authority with regards to equality and diversity are maintained when setting up the CIO.

Note: The boxes in **stage 2** should be marked with **Not Applicable** when terminating the process at **Q.3**. The administration section must still be fully completed.

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STAGE 2: FULL EQUALITY IMPACT ANALYSIS

This stage examines the proposed step in more detail in order to obtain further information about its potential negative impact. It will help inform whether any remedial action needs to be taken, and may form part of a continuing assessment framework as the proposal develops.

Q 4. What research/data/information is there on any equality or human rights issues, or the relevant equality groups impacted? What differential impact is there between equality groups?

N/A

Q 5. Have you received advice on equality requirements or issues? Provide a summary of the equalities and human rights advice received from the corporate diversity team:

N/A

Q 6. Have the proposed steps been revised following a consultation? What steps have been taken to mitigate any adverse impact/ reduce/eliminate inequalities? Give an analysis of any specific factors which have been taken into account? If no consultation was undertaken please say why.

N/A

Q 7. Does the potential negative impact fall within the very **high** to **medium** range of the risk assessment - see risk assessment grid. What actions will be taken to reduce risk to **low** and improve outcomes?

N/A

Q 8. How will the proposed steps be monitored and evaluated, including its impact? Where appropriate, what data systems or methods will be introduced to support monitoring or evaluation?

N/A

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