

IMPACT ASSESSMENT

This should be carried out during the development stage of a new project, strategy, policy or service or when you are reviewing an existing project, strategy, policy or service.

By understanding and meeting people's differing needs we can provide more effective services.

Name and brief description of project, strategy, policy or service being assessed

This Council is undertaking a wide ranging review of its town markets, by reviewing their operational and strategic development. It has engaged the services of an external consultancy to review and make recommendations that may affect the not only the way the markets are managed in the future, but how the traders operating on these markets and the customers using these markets will have to adapt to these changes. The market may be affected by a range of changes, these could include:

- Implementation of new Terms and Conditions for the Market Traders
- Reviewing operating times
- Reviewing Market rents & fees
- Pedestrianising of roads
- Closing bus routes on Market days
- Changing the location of the Market
- Standardising the 'look' of the Market
- Adapting the management of the Market

Information used to analyse the impact on people affected by the project, strategy, policy or service

State who will be affected, the relevant information you are using to assess how it will affect them, note any relevant consultation, surveys, etc.,

Those directly affected will be the Market Traders themselves, they have been and will be involved in consultations not only with the Market Management Team operated by the Councils Operations department, but also with the Town Regeneration Teams, Town Councils and the external consultancy that is currently undertaking the review.

Customers using the market may be affected, owing to changes such as, relocation of a Market (Witham being an example), along with changes to bus routes and the potential closures of roads on Market days.

Use the information above to assess the impact of your project, policy, strategy or service on people from the following protected groups: (these are defined by the Equality Act 2010)

Protected Group		Positive Impact/ Benefit	Negative Impact/ Disadvantage	Explanation – State how
Age	Children 0-16	n/a	Yes	Bus routes may be affected if the routes are redirected /closed on Market days.
	Young People 17-25	n/a	Yes	Bus routes may be affected if the routes are redirected /closed on Market days.
	Ages 26-59	n/a	Yes	Bus routes may be affected if the routes are redirected /closed on Market days.
	Older People 60+	n/a	Yes	Bus routes may be affected if the routes are redirected /closed on Market days.
Disability Include disabled people and/or carers	Blind/Partially Sighted	n/a	Yes	Disabled residents may not have use of disabled parking bays that may be inaccessible to potential road closures on Market days.
	Deaf/Hearing Impaired	n/a		
	Wheelchair user/mobility difficulties	n/a		
	Learning Difficulties	n/a		
	Mental Health Difficulties	n/a		
Gender	Men	n/a	No	
	Women	n/a	No	
	Transgender	n/a	No	
	Pregnancy & Maternity impact	n/a	No	
	Marriage & Civil Partnership	n/a	No	
Race	White	n/a	No	
	Asian	n/a	No	
	Black	n/a	No	
	Mixed Dual Heritage	n/a	No	
Religion/Belief	Buddhist	n/a	No	
	Christian	n/a	No	

	Hindu	n/a	No	
	Jewish	n/a	No	
	Muslim	n/a	No	
	Sikh	n/a	No	
	Other – please specify			
Sexual Orientation	Lesbian Gay men Heterosexual Bi-sexual	n/a	No	
Other (optional)	Use to define Impact on any groups specific to this Strategy, Policy or Function not listed above.			

If you identified any negative impacts above then either:

(a) Your proposal, policy or service is treating people from a protected group above less favourably because of their age, disability, gender, race, religion, or sexual orientation

or

(b) Your proposal, policy or service is intended to treat everyone equally but, unintentionally, people from a protected group above can be particularly disadvantaged or treated less favourably than other others ✓

PLEASE TICK WHICHEVER APPLIES

If you ticked (a) this is direct discrimination, which is illegal and you cannot proceed

If you ticked (b):

- 1. Can any negative impacts be minimized or removed? If so state what changes you will make.**
2. If you cannot minimize or remove negative impacts they must be justified and you must state your justification

The council along with its partners at Essex Highways will need to identify alternative bus routes that can bring customers into the town if the usual routes are closed on Market days.

The council along with its partners at NEPP (North Essex Parking Partnership) will need to identify alternative disabled parking near to the town/market if roads are closed / pedestrianized on Markets days.

If you identified any positive impacts is there anything further you can do to increase or extend the positive benefits? If so state what changes you will make:

Consultation – directly with Market Traders to keep them fully engaged in the process.

Completed By: Nick Johnson

Approved By (Senior Manager)

Service: Operations

Date :

Each service should retain the signed copy of the Assessment.

An electronic copy should be sent to angve@braintree.gov.uk for publication on the Council's website – this is a requirement to ensure that we meet our statutory duties under the Equality Act 2010.