

## Equality Impact Assessment Template – Stage Two

Please complete this template if completion of the Stage 1 template has identified that a full Equality Impact Assessment is required.

Before proceeding with the Stage 2 Equality Impact Assessment, you should discuss the scope of the analysis with service managers in your area. You will also need to refer to the equality impact assessment guidance.

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| <b>Name of item being assessed:</b>                      | Potential closure of the Wharf and Pembroke Road Public conveniences. (it is difficult to be precise over this as the Council's intention is to try to find a funding solution for these facilities by discussion with the Town Council. If these discussions do not provide a funding solution then the proposal is to close both facilities to the public. |
| <b>Version and release date of item (if applicable):</b> |  |
| <b>Owner of item being assessed:</b>                     | Paul Hendry  |
| <b>Name of assessor:</b>                                 | Paul Hendry  |
| <b>Date of assessment:</b>                               | 29/12/2015   |
| <b>Date Stage 1 EIA completed:</b>                       | 15/09/2015   |

### STEP 1 – Scoping the Equality Impact Assessment

|  |  |                        |   |
|--|--|------------------------|---|
| <b>1. What data, research and other evidence or information is available which will be relevant to this Equality Analysis? Please tick all that apply.</b>   |  |                        |   |
| Service Targets  |  | Performance Targets    |   |
| User Satisfaction  |  | Service Take-up        |   |
| Workforce Monitoring   |  | Press Coverage         |   |
| Complaints & Comments  |  | Census Data            |   |
| Information from Trade Union   |  | Community Intelligence |   |
| Previous Equality Impact Analysis  |  | Staff Survey           |   |
| <b>Other (please specify)</b> Responses from the Council's public consultation exercise on the proposed service cuts (the Council undertook public consultation as part of the Council's wider savings proposals between 3 November 2015 and 14 December 2015). We have also consulted members of the DES Board. I also contacted Garry Poulson re the 'Shopmobility' use. |  |                        | √ |

**2. Please provide details on how you have used the available evidence, information you have selected as part of your Impact Assessment?**

Outcomes from the public consultation will be presented to Members as part of the decision making process on the cuts proposals. I have tried to identify any specific issues of concern which should be part of the outcomes and evidence to be presented.

**3. If you have identified any gaps in relation to the above question, please detail what additional research or data is required to fill these gaps? Have you considered commissioning new data or research? If 'No' please proceed to Step 2.**

I have not identified any further gaps and neither have the consultations. I believe we have all the information necessary to make this decision.

## STEP 2 – Involvement and Consultation

**1. Please use the table below to outline any previous involvement or consultation with the appropriate target groups of people who are most likely to be affected or interested in this policy, strategy, function or service**

| Target Groups  | Describe what you did, with a brief summary of the responses gained and links to relevant documents, as well as any actions   |
|--|---|
| <b>Age</b> – relates to all ages   | We undertook a public consultation as part of the Council's wider savings proposals between 3 November 2015 and 14 December 2015. This highlighted a concern about impacts on older people in the community. The suggestion is that there is greater reliance on public conveniences in this sector of the community.   |
| <b>Disability</b> - applies to a range of people that have a condition (physical or mental) which has a significant and long-term adverse effect on their ability to carry out 'normal' day-to-day activities. This protection also applies to people that have been diagnosed with a progressive illness such as HIV or cancer. | A summary of the feedback from the public consultation exercise should be read as part of this EIA. This proposal will impact on members of the public who have mobility issues and a disability. The suggestion is that there is greater reliance on public conveniences in this sector of the community. Garry Poulson informs me that the provision of a disabled toilet at Pembroke Road is a contractual requirement of the Shopmobility Scheme. This will need to be checked but apparently there is a legal agreement which provides for this. Therefore although the male and female general use toilets can be closed, the disabled toilets may not be able to be closed.. |

|  |  |
|--|--|
| <b>Gender reassignment</b> - definition has been expanded to include people who chose to live in the opposite gender to the gender assigned to them at birth by removing the previously legal requirement for them to undergo medical supervision.   | The general public consultation carried out identified no impacts. |
| <b>Marriage and Civil partnership</b> –protects employees who are married or in a civil partnership against discrimination. Single people are not protected.   | The general public consultation carried out identified no impacts. |
| <b>Pregnancy and Maternity</b> - protects against discrimination. With regard to employment, the woman is protected during the period of her pregnancy and any statutory maternity leave to which she is entitled. It is also unlawful to discriminate against women breastfeeding in a public place | The general public consultation carried out identified no impacts. |
| <b>Race</b> - includes colour, caste, ethnic / national origin or nationality.   | The general public consultation carried out identified no impacts. |
| <b>Religion and Belief</b> - covers any religion, religious or non-religious beliefs. Also includes philosophical belief or non-belief. To be protected, a belief must satisfy various criteria, including that it is a weighty and substantial aspect of human life and behaviour.                  | The general public consultation carried out identified no impacts. |
| <b>Sex</b> - applies to male or female.  | The general public consultation carried out identified no impacts. |
| <b>Sexual Orientation</b> - protects lesbian, gay, bi-sexual and heterosexual people.  | The general public consultation carried out identified no impacts. |

## 2. Who are the main stakeholders and what are their requirements?

The elderly and the disabled. Both these groups require ready access to convenience facilities. Shopmobility. There may be a legal requirement for a public disabled toilet as part of this service. WBC is a party to this.

## 3. Amongst the identified groups in the previous question, what does your information tell you about the potential take-up of resulting services?

There is less concern about the closure of the Pembroke Road toilet facility. There is more concern about the loss of the Wharf facility as this is central. There was not a lot of evidence to suggest that these facilities are well used however. Verbal consultation with Garry Poulson ref shopmobility highlights an issue with the closure of the disabled facility at Pembroke Road.

## STEP 3 – Assessing Impact and Strengthening the Policy

**What will be done to improve access to and take-up of, or understanding of the policy, strategy, function or service?** (these are the measures you will take to mitigate against adverse impact)

There are 2 other public facilities which are equally convenient to use. These are at the Kennet Centre and in the Parkway Shopping Centre. Therefore there are alternatives close to where people shop and visit. There are also very many facilities elsewhere in shops/restaurants and cafes which are disabled compliant and which can be used as part of a paid visitor experience.

#### **STEP 4 – Procurement and Partnerships**

**Is this project due to be carried out wholly or partly by contractors?** N/A

**If 'yes', have you done any work to include equality considerations into the contract already? Specifically you should set out how you will make sure that any partner you work with complies with equality legislation.**

N/A

#### **STEP 5 – Making a Decision**

**Summarise your findings and give an overview of whether the policy, strategy, function or service will meet the authority's responsibilities in relation to equality and support the Council's strategic outcomes?**

The Pembroke Road public conveniences are less valued. Consideration may have to be given to the staff and customers of the shopmobility service who use these.

The Wharf facilities are more valued however there is little evidence they are well used and there are better, equally centrally located facilities elsewhere in the Town which are open and available for disabled use. The number of 'paid for' facilities in cafes, restaurants and public houses which many disabled visitors will use as part of a visitor or tourist experience. Closure of these facilities is unlikely to have a significant effect on any of the protected characteristics as there are alternatives available.

#### **STEP 6 – Monitoring, Evaluating and Reviewing**

**Before finalising your action plan, you must identify how you will monitor the policy/function or the proposals following the Equality Impact Assessment and include any changes of proposals you are making.**

**What structures are in place to monitor and review the impact and effectiveness of the new policy, strategy, function or service?**

None. Note however that we will try to maintain the Wharf facility by seeking funding from the Town Council.

#### **STEP 7 – Action Plan**

**Any actions identified as an outcome of going through Steps 1-6 should be mapped against the headings within the Action Plan. You should also summarise actions taken to mitigate against adverse impact.**

|   | <b>Actions</b>   | <b>Target Date</b>      | <b>Responsible post holder &amp; directorate</b> |
|---|--|-------------------------|--|
| <b>Involvement &amp; consultation</b>       | Consult the DES Board  | Before 31 December 2015 | Paul Hendry (Env.)                               |
| <b>Data collection</b>                      | The Director of the Volunteer Centre has advised that the provision of a disabled toilet at Pembroke Road is a contractual requirement of the Shopmobility Scheme. Therefore the existence of a legal agreement will need to be checked. | By 20 January 2016      | Paul Hendry (Env.)                               |
| <b>Assessing impact</b>                     | None   |                         |  |
| <b>Procurement &amp; partnership</b>        | None   |                         |  |
| <b>Monitoring, evaluation and reviewing</b> | None   |                         |  |

#### STEP 8 – Sign Off

The policy, strategy or function has been fully assessed in relation to its potential effects on equality and all relevant concerns have been addressed.

| <b>Assessor</b>          |                                       |                         |
|--------------------------|---------------------------------------|-------------------------|
| <b>Name:</b> Paul Hendry | <b>Job Title:</b> Countryside Manager | <b>Date:</b> 12/01/2016 |

| <b>Service Director or Senior Officer (sign off)</b> |                   |              |
|--|-------------------|--------------|
| <b>Name:</b>   | <b>Job Title:</b> | <b>Date:</b> |

Please email a copy of the EIA to Rachel Craggs, Principal Policy Officer (Equality & Diversity): [Rachel.craggs@westberks.gov.uk](mailto:Rachel.craggs@westberks.gov.uk)