



# Scarborough Borough Council Equality Impact Assessment

<b>Service:</b>	Operations, Transport and Countryside	<b>Date:</b>	July 2016
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<b>Impact Assessment:</b>	Review of Public Conveniences Service
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<b>Name and roles of officers completing the assessment:</b>	Petra Jackson, Performance and Admin Manager
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<b>Background Information</b>	<p>Under the Equality Act 2010, Local Authorities have a duty to have regard to three aims:</p> <ul style="list-style-type: none"> <li>• Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.</li> <li>• Advance equality of opportunity between people who share a protected characteristic and those who do not.</li> <li>• Foster good relations between people who share a protected characteristic and those who do not.</li> </ul> <table border="0" style="width: 100%;"> <tr> <td style="width: 50%; vertical-align: top;"> <p>There are nine protected characteristics which <b>employees</b> might have:</p> <ul style="list-style-type: none"> <li>• Age</li> <li>• Disability</li> <li>• Gender Reassignment</li> <li>• Marriage or civil partnership</li> <li>• Pregnancy and maternity</li> <li>• Race</li> <li>• Religion and Belief</li> <li>• Sex (gender)</li> <li>• Sexual Orientation.</li> </ul> </td> <td style="width: 50%; vertical-align: top;"> <p>There are eight protected characteristics of <b>people who use services</b>, which are:</p> <ul style="list-style-type: none"> <li>• Age (over 18s only)</li> <li>• Disability</li> <li>• Gender Reassignment</li> <li>• Pregnancy and maternity</li> <li>• Race</li> <li>• Religion and Belief</li> <li>• Sex (gender)</li> <li>• Sexual Orientation.</li> </ul> </td> </tr> </table>	<p>There are nine protected characteristics which <b>employees</b> might have:</p> <ul style="list-style-type: none"> <li>• Age</li> <li>• Disability</li> <li>• Gender Reassignment</li> <li>• Marriage or civil partnership</li> <li>• Pregnancy and maternity</li> <li>• Race</li> <li>• Religion and Belief</li> <li>• Sex (gender)</li> <li>• Sexual Orientation.</li> </ul>	<p>There are eight protected characteristics of <b>people who use services</b>, which are:</p> <ul style="list-style-type: none"> <li>• Age (over 18s only)</li> <li>• Disability</li> <li>• Gender Reassignment</li> <li>• Pregnancy and maternity</li> <li>• Race</li> <li>• Religion and Belief</li> <li>• Sex (gender)</li> <li>• Sexual Orientation.</li> </ul>
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## **PART 1: AIMS & OBJECTIVES**

### **What is the service / policy / function / project trying to achieve and for who?**

#### **Is this a new service / policy / function / project or a review of an existing one?**

Review of existing service

#### **What are the Aims, Objectives or Purpose of the service / policy / function / project?**

#### **What is the Council trying to achieve, and what outcomes are sought?**

Please give a brief description of the service / policy / function / project

If you are assessing a proposed change to the service or policy what is the aim of the change?

The provision of public conveniences is a non-statutory function for local authorities; however, Scarborough Borough Council recognises the importance of good public space management and the benefits that such facilities can bring to an area. This recognition needs to be placed in the context of decreasing budgets and consideration given to alternative methods of service provision.

The Vision is:

*“To adopt a sustainable approach to public convenience provision in the Borough of Scarborough that positively contributes to public health, well-being and the prosperity of the community.”*

Supporting this vision is a number of clear aims:

- To facilitate the provision of public conveniences directly, through partnership and through devolution of responsibility to the wider public and private sectors.
- To ensure that all facilities are maintained to a high standard, accessible to all and effectively signposted and promoted.
- To ensure that public conveniences are delivered in a sustainable manner with due regard to affordability and the environment.

#### **Who are the main stakeholders? What do the stakeholders want?**

E.g. Consider: Employees/potential employees, Members and Councillors, residents of the Borough, visitors & tourists, retailers, businesses, contractors & suppliers, service users etc.

- Employees – staff who deliver the service
- Councillors
- Property Services
- Tourism Services
- Residents
- Visitors
- Local Businesses
- Outside workers, taxi drivers
- Service users

They want clean, hygienic, safe toilets open at the right times, in the right locations

## **PART 2: EQUALITY DATA – Available data, research and information**

**What information is available about the service / policy / function / project?** E.g. usage data, satisfaction data, census data, national statistics, surveys, consultation, focus groups, complaints feedback and other quantitative or qualitative feedback

Usage data – volumes, types of users  
 Satisfaction data – from Local Area Survey  
 Consultation data

**What do you need to know about this service / policy / function / project? What information is needed to ensure that all perspectives are taken into account?**

Volume of users  
 Types of users – disabled, age profile  
 Satisfaction with current facilities – available from Local Area Survey

**Are there identified gaps in the information needed?** (Actions to collect this data should be included within the action plan)

No gaps identified

## PART 3: ASSESSING NEEDS & IMPACTS

**Consider the particular characteristics of the groups and communities and assess whether there is likely to be a differential impact upon each of the groups because of the way the service / policy / function / project is designed or delivered.**

- How are the current needs of different equalities groups and communities met through the service / policy / function / project?
- Do people from different equalities groups have varying needs and/or expectations of the service / policy / function / project?
- Does it disadvantage or exclude groups?
- Is it likely to affect the relationship between different groups? E.g. Any issues of perceived bias, tension or other issues affecting community cohesion
- Is there any initial evidence that any part of it could discriminate unlawfully, directly or indirectly, against particular groups of people?
- Is there an opportunity to promote equality?
- Is there any evidence that information in relation to it is not accessible to particular groups of people? E.g. Publicity, knowledge, access to information (e.g. languages, large print)

	<b>Are there any impacts?</b>	<b>What evidence do you have?</b>	<b>Are any negative impacts mitigated? If not, actions to mitigate the effects should be include in the action plan</b>
<b>RACE/ ETHNICITY:</b>	None identified specific to this group		•

	<b>Are there any impacts?</b>	<b>What evidence do you have?</b>	<b>Are any negative impacts mitigated? If not, actions to mitigate the effects should be include in the action plan</b>
<b>GENDER</b>	Reduction in numbers of facilities available may adversely affect those who require more frequent usage of facilities. Specific focus on women who tend to assume more caring responsibilities – children/disabled/elderly. Possible positive impacts on men if improved access to baby change facilities becomes available. Introduction of unisex facilities may be beneficial to men and women.		Aim is to transfer rather than close facilities.  Facilities remaining under council control will be upgraded.  Potential for increased network of unisex facilities which benefits all.
<b>GENDER IDENTITY:</b>	Possible positive impacts		Potential for increased network of unisex facilities which benefits all.
<b>DISABILITY:</b>	Reduction in numbers of facilities available may adversely affect those who require more frequent usage of facilities.		Aim is to transfer rather than close facilities. Facilities remaining under council control will be upgraded. Potential for increased network of unisex facilities with better access which benefits all. Consider whether will remain free of charge if using a RADAR key. Improvements in facilities could result in improvements to accessibility.
<b>SEXUAL ORIENTATION:</b>	None identified specific to this group		

	<b>Are there any impacts?</b>	<b>What evidence do you have?</b>	<b>Are any negative impacts mitigated? If not, actions to mitigate the effects should be include in the action plan</b>
<b>AGE:</b>	Reduction in numbers of facilities available may adversely affect those who require more frequent usage of facilities –children/elderly.		Aim is to transfer rather than close facilities. Facilities remaining under council control will be upgraded. Potential for increased network of unisex facilities which benefits all. Improvements in facilities could result in improvements to accessibility.
<b>RELIGION / BELIEF:</b>	None identified		
<b>OTHER SOCIAL EXCLUDED GROUPS, INC ECONOMIC DEPRIVATION:</b>	Extension of charging regime may affect some economically disadvantaged people		Costs are minimal
<b>ALL GROUPS</b>			

## PART 4: MITIGATING ADVERSE IMPACTS

### **Adverse Impacts – “Discriminates or disadvantages one or more groups”**

Summarise any adverse impacts of the service / policy / function / project in the table below. If you have identified that the service / policy / function / project is having, or might be having an adverse impact, is it justifiable or legitimate?

- If the adverse impact **is** justifiable or legitimate, please provide reasons why. Detail what actions could be taken to mitigate the adverse impact on people?
- If the adverse impact **is not** justifiable or legitimate and is therefore illegal, please detail what actions have been taken to remedy this immediately?

*(please include all actions within the action plan)*

If the changes result in a reduction in the number of facilities there may be adverse effects on all residents. However, remaining facilities should be safer and have generally improved standards.

The aim is to change methods of delivery rather than large reduction in number of facilities

Better quality, clean, alternative toilet provision in safer places will assist in mitigating the identified concerns. Increase in unisex facilities helps mitigate adverse impacts. In some locations, the numbers of users may not be sufficient to justify continued provision of the facility, particularly in the light of current budgetary pressures.

## PART 5: FORMAL CONSULTATION

**What gaps in knowledge or data have been identified and what further data / consultations are required?** *(Actions to collect this data should also be included within the action plan)*

None

*Please note in line with the Council’s Community Engagement Strategy, all consultations should be coordinated through Policy & Performance*

## PART 6: DECISION MAKING

A decision will need to be made regarding the adoption of any new and any changes to existing policies, strategies or projects (*e.g. through the Council's Cabinet/Committee or relevant Partnership Board for any partnership and regional strategies and policies*) which should take account of all assessments and consultation. The decision will need to ensure that the strategy or policy complies with the equality legislation including the duty to promote equality.

Please provide details of how the decision to adopt the policy, strategy or project will be made, including who will make the decision, what information will inform the decision-making process and how the decision-making process be recorded

Decision to adopt the provision plan will be taken by Cabinet.

Asset transfers will be facilitated by the Community Asset Transfer framework.

A Project Board will be established consisting of an appropriate Director and relevant Portfolio Holder to oversee any developments

Final decisions on individual sites would be taken by the Council's Cabinet

***Please note in line with the Council's Policy Framework, drafts of all new/amended policies and strategies together with the Equality Impact Assessment must be reviewed by Policy & Performance***

## PART 7: EQUALITY MONITORING

**How will the impact of this service / policy / function / project continue to be monitored?**

*(Actions to collect this data should also be included within the action plan)*

Continue to monitor take-up of service – pay on entry will make this easier

Continue to monitor satisfaction through Local Area Survey




## PART 8: AUDIT TRAIL & PUBLICATION

### Officer Completing the Form:

Signed:	P Jackson	Name:	Petra Jackson
		Date:	15 Feb. 16
		Job Title:	Performance and Admin Manager

### Head of Service:

Signed:		Name:	Paul Thompson
		Date:	24 June 2016
		Service:	Operations, Transport and Countryside

### Audit Trail: (To be completed by Policy & Performance)

Received by:	
Date:	
Published on Website?	Yes / No

## EQUALITY IMPACT ASSESSMENT ACTION PLAN

### PLEASE COMPLETE THE ATTACHED ACTION PLAN WITH:

- Actions to negate, mitigate or minimise adverse impact
- Actions to promote or improve the positive impact of the service / policy / function / project.
- Actions to monitor the impact on the equality groups.
- Actions to fill gaps in data or knowledge on the impact on the equality groups
- Actions to fulfil any unmet needs identified by the EqIA

Action Required	Lead Officer	Timescale	Resources