

Equality Impact Assessment (EIA)	
Title of policy/proposal and EIA number	Review of public conveniences in the borough
Date of assessment	09.10.19 and 24.01.20

Overview

This EIA considers the impact of potential changes to the provision of public conveniences on the protected characteristics and the implications for the Public Sector Equality Duty (Equality Act 2010). Where any adverse impact is identified, mitigating actions will be considered. This assessment was revisited after the public consultation on the budget to see if there could be any unforeseen consequences of the proposals on any groups.

1. What is being introduced/amended and why? What are the anticipated outcomes?

The provision of public conveniences in the borough is being reviewed to understand levels of usage, ensure that they are being run efficiently and meeting customers' needs. An initial assessment has been carried out to review the usage and condition of the following council-owned services: Castons Yard (accessible toilet only), Stratton Park (currently closed), Worting Road Cemetery (minor usage), Eastrop Park (high usage) and parish council provision at Kingsclere, Whitchurch, Overton and St Mary Bourne, which have generally low usage levels.

Consideration is being given to future options for the provision and management of these facilities, particularly in parished areas. Further, more detailed, work on these proposals is pending and this assessment will be revisited accordingly to inform any decisions that are taken.

2. Who is intended to benefit from the policy/proposal etc.?

Any change to these services would go towards covering the current gap in the council's budget, ensuring that essential services are maintained and continue to benefit a range of people in the borough.

3. Using the table on the next page, identify who is affected by the policy/proposal etc. and explain if it has a differentially* positive/negative or neutral impact on this/these group/s (read the notes below before you start)

* A 'differential impact' is when a policy/proposal etc. has a different impact on certain groups compared to others (positive = promotes equality or negative = disadvantages/ could discriminate). A 'neutral' impact is when something is generally positive or negative for everyone.

Consider how the policy/proposal demonstrates due regard to the aims of the Public Sector Equality Duty (PSED)**:

- Eliminating discrimination/harassment - furthering equal opportunities, removing/minimising disadvantage, could it disadvantage certain group/s?
- Advancing equality of opportunity - meeting needs of specific groups, encouraging participation, could it specifically support certain group/s?
- Promoting good relations between different groups - promoting understanding or integration between groups, could the proposal build better relationships between communities?

**For marriage and civil partnership, legislation requires you only need to demonstrate how you would eliminate unlawful discrimination, harassment and victimisation.

IMPORTANT: Give brief reasons and **evidence** for your decision. Consider borough equality and diversity profile information, service monitoring data, census statistics, other organisations EIAs, customer consultation, etc. For any negative impact identified, describe actions already taken to address it. **Any planned actions to enhance a policy/proposal or address issues must be identified in section 5.**

	Low income/benefits /unemployed			
	Poor literacy/Numeracy			
	Caring responsibilities		The point above stands for people who care for people with certain disabilities	

4. Summarise details of any research or consultation carried out to evidence your comments in the table.

To date, an initial review of these public conveniences has been undertaken to understand levels of usage and the condition of the following council-owned services: Castons Yard (accessible toilet only), Stratton Park (currently closed), Worting Road Cemetery (minor usage), Eastrop Park (high usage) and parish council provision at Kingsclere, Whitchurch, Overton and St Mary Bourne, which have generally low usage levels. Further research into potential future options for these facilities is pending.

Public consultation was carried out during 7 weeks, from November 2019 to January 2020. Comments included concern about potential changes to public conveniences, especially with regards to the needs of older people and individuals with particular access issues. The current proposal is to review these services, therefore, any future work on this will take into account equalities implications and discussion will be held with key stakeholders to inform decision-making.

5. List any actions resulting from this assessment – either to enhance a policy/proposal or to mitigate/address any negative impact identified (these should be included in, and monitored as part of, your Business Unit Plan).

Action	Officer Responsible	Target date
More research into the current provision and options should be carried out, alongside discussion with local groups (Disability Forum, Access4All etc.) to inform future decision making.	Operations Team	TBC
If any changes to provision are approved, they should be communicated through a range of communication channels.	Operations Team	TBC

6. Summary of findings for reporting purposes (briefly say what was assessed, what the findings were and note any actions)

An Equality Impact Assessment has been undertaken to consider the impact of potential changes to the provision of public conveniences on the protected characteristics groups and the implications for the Public Sector Equality Duty. This concluded that any consideration of future options for the provision of public conveniences and their management would need to review the impact on protected groups in more detail. Particularly in relation to potential adverse impacts on some older people, families with babies or young children, people with certain disabilities, such as Chron's Disease, and some carers. This assessment will need to be revisited once more details of the proposals and future options for provision and management are available, and discussions have been held with local people.

This equality impact assessment was reviewed after the public consultation, to consider any unforeseen impacts of the proposals on any groups. Comments included concern about potential changes to public conveniences, especially with regards to the needs of older people and individuals with particular access issues. The current proposal is to review these services and this work will take into account equalities implications. Discussion will also be held with key stakeholders to inform decision-making. Any future changes that are implemented should be informed through the collection of robust evidence and communicated through a range of communication channels.