Equality Impact Assessment
Validation Decision Notice

<table>
<thead>
<tr>
<th>EIA Reference Number</th>
<th>05/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td>Service, policy, or strategy</td>
<td>Campus Accommodation</td>
</tr>
<tr>
<td>Element(s) assessed</td>
<td>Full Impact Assessment</td>
</tr>
</tbody>
</table>
| Names of Assessors | Dorcas Bunton – Corporate Director  
                     Janice Brill – Organisational Development Manager  
                     Katy Sallis – Customer Access Manager  
                     Shella Storey – HR Manager  
                     Maurice Sheehan – Facilities Manager  
                     Sarah Blohm – Equalities Officer |

Consider:

Was discrimination or disadvantage identified?  
[ ] Yes  [ ] No

Was the service promoting equality?  
[ ] Yes  [ ] No

Could the service be improved in promoting equality?  
[ ] Yes  [ ] No

Are the customers' needs understood and met?  
[ ] Yes  [ ] No

Is there good evidence and/or reasoning to support the decisions on whether groups are/aren't affected?  
[ ] Yes  [ ] No

Does the summary report properly reflect the key findings of the assessment?  
[ ] Yes  [ ] No

Is the summary report clear and easy to understand?  
[ ] Yes  [ ] No

If improvements have been identified, do they reflect and deal with the key findings?  
[ ] Yes  [ ] No

The decision is to:  
[ ] Validate  [ ] Not validate

The reason(s) for the decision are:  please give details below

Validation given – information correct  
[ ] Yes  [ ] No

Not validated – decision not to proceed as EIA incorrect  
[ ] Yes  [ ] No

Not validated – screening error  
[ ] Yes  [ ] No

Not validated – research/consultation error  
[ ] Yes  [ ] No

Not validated – improvement error  
[ ] Yes  [ ] No

Signed:  
[Signature]

Designation:  
CORPORATE OVERT

Date:  9/3/11
Briefing Note

<table>
<thead>
<tr>
<th>Name of service, policy, or strategy being considered</th>
<th>Accommodation Review</th>
</tr>
</thead>
<tbody>
<tr>
<td>Element(s) being considered</td>
<td>See below findings</td>
</tr>
<tr>
<td>Date of meeting</td>
<td>15th April 2010</td>
</tr>
<tr>
<td>Name of assessors</td>
<td>Dorcas Bunton – Corporate Director</td>
</tr>
<tr>
<td></td>
<td>Janice Brill – Organisational Development Manager</td>
</tr>
<tr>
<td></td>
<td>Katy Sallis – Customer Access Manager</td>
</tr>
<tr>
<td></td>
<td>Shella Storey – HR Manager</td>
</tr>
<tr>
<td></td>
<td>Maurice Sheehan – Facilities Manager</td>
</tr>
<tr>
<td></td>
<td>Sarah Blohm – Equalities Officer</td>
</tr>
</tbody>
</table>

The Assessment

The purpose of the review is to develop several options to redevelop the civic campus – initial work on this project (reported to Economic, Prosperity & Performance OSCOM Feb 2010) showed that the cost of running the campus is high and will escalate further in the near future due to increasing maintenance costs and the problem of energy inefficiency. In addition, the campus buildings are under utilised. Customer consultation has shown that the location of the civic campus is popular with local residents.

Assessment Findings

The project group agreed that there would be key elements of the review process that would need to be considered as part of a full equality impact assessment. There will also be elements of the review that are not appropriate to include in an EIA.

The group agreed the following issues as having a high importance/impact from an equalities perspective:

- Gradient of slope up courtyard
- 3rd floor accessibility in Deanes
- Lack of lift in Goldings
Briefing Note

- Siting of mayor's office
- Members' issues
- Decanting staff during redevelopment
- Meeting room space
- Accessible/gender neutral toilets
- Evacuation procedures for those with mobility impairments
- Other council policies such as Flexible Working and Home Working

As options are developed to take out to consultation with staff and customers each option will be reviewed as part of the full EIA.