



## Equality Impact Assessment form (updated April 2011)

This is where you evidence how a policy or practice, or a decision relating to a policy or practice, complies with the general equality duty to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity
- Foster good relations

This form is intended to guide and prompt you about the questions and evidence that you need to think about. As indicated in the guidance, this assessment takes into consideration each of the “protected characteristics” listed in the Equality Act 2010 – race, age, gender etc. This assessment should be used to inform any relevant decision about the policy or practice. Please state policy options in the assessment.

<b>Service Area</b> Streetscene	<b>Head of Service:</b> Andrew Morris	<b>Person responsible for the assessment:</b> Louise Powell	<b>Date of Assessment</b> 29/1/13	
<b>Name of the policy / practice to be assessed:</b> Toilets- Possible charging mechanism to be introduced at Public toilets			<b>Is this a new, existing or policy / practice under review?</b>	New practice
<b>1. Briefly describe the purpose of the policy / practice</b>  <b>If the policy / process is under review, please list any options under consideration</b>		We are currently looking at different options for improving and continuing the public toilets service. This could include introducing a small charge to improve facilities and security of the service		

<p><b>2. Name any associated policy, legislation, corporate objective etc.</b></p>	<p>N/A</p>
<p><b>3. Who are the main stakeholders in relation to the policy / practice?</b></p>	<p>All members of the public who use the facilities.</p>
<p><b>4. Who performs the service?</b></p>	<p>Currently toilets are cleansed and some are manned through the Streetscene cleansing service. This may change and may be outsourced with some possible TUPE implications.</p>
<p><b>5. What outcomes are wanted from this policy / practice?</b></p>	<p>Improved conditions of service and reduction in costs associated with delivering the service.</p>
<p><b>6. What factors could contribute / detract from the outcomes (risks / opportunities)?</b></p> <p>Please list the factors for each separate policy / process options under consideration</p>	<p>Negative publicity due to possible charge- it is hoped that the clear improvements that are made would reduce this risk Possible staff concerns at changes to working arrangements- it is hoped this will be allayed through possible TUPE arrangements</p>

<b>7. Describe the steps you have taken to carry out this assessment e.g. consultation and involvement</b>	Proposal is at early stages and appropriate consultation will take place with: <ul style="list-style-type: none"><li>- Service users through the Citizen's panel</li><li>- Newport Access Group</li><li>- Trade unions</li><li>- Staff</li></ul>
<b>8. Give a summary of the information the council has taken into account for this assessment</b>	<ul style="list-style-type: none"><li>- Footfall surveys</li><li>- Condition surveys</li><li>- Complaints and compliments</li><li>- Budgets</li><li>- Research on other methods of delivery</li></ul>

<p><b>9. Does the policy / practice eliminate discrimination and promote equality and good community relations due to:</b></p> <ul style="list-style-type: none"> <li>• <b>Age</b></li> <li>• <b>Gender</b></li> <li>• <b>Disability</b></li> <li>• <b>Race</b></li> <li>• <b>Religion / belief</b></li> <li>• <b>Welsh language</b></li> <li>• <b>Gender reassignment</b></li> <li>• <b>Marriage / civil partnership</b></li> <li>• <b>Sexual orientation</b></li> </ul>	<p><b>Yes/ No – include detail</b></p> <p>The proposal may affect those on very low incomes to a more negative extent however the charge is very small and the service is discretionary and people do have alternative facilities that can be used.</p> <p>The proposal could affect those with disabilities although at the moment access is provided using cards for out of hours so this will be looked at for use for access.</p> <p>It may also impact more on the younger and older generation who may need to frequent public toilets more than others but again if charging is used it is likely to be minimal and services improved.</p>
<p><b>10 .Summary of the impact of the policy / practice on the general equality duty</b></p>	<p>This will be considered in more detail as the proposal is progressed and service user feedback is considered.</p>

<b>Equality Action Plan</b>		
<b>Key Actions</b>	<b>Actions (with dates) Any associated performance measures</b>	<b>Lead Officer(s)</b>
Further actions to eliminate discrimination, promote equality and good community relations on the grounds of :-		
Age •		
Gender •		
Etc. etc.		
If there are decisions pending that will affect this policy / practice please state when and how the decision will be taken	<ul style="list-style-type: none"> <li>- Proposal will be formalised in a cabinet member report</li> <li>- This may follow with the possibility of tendering the service delivery</li> </ul>	
How will the policy / practice be: <ul style="list-style-type: none"> <li>• Monitored</li> <li>• Performance assessed</li> <li>• Reported</li> </ul>	The changes will first be consulted upon then taken forward for consideration by Cabinet member then if introduced will be monitored and reported on through a contract.	

Does the EIA need be revisited in 6 months/ a year ?	In 3 months following further development		

Signed (lead officer) \_\_\_\_\_ Louise Powell \_\_\_\_\_

Signed (Head of Service) \_\_\_\_\_