

## Guildford Borough Council

### Equalities Impact Assessment

#### Screening/Scoping Pro Forma

<b>Section</b>	Recycling and Cleansing	<b>Officer responsible for the screening/scoping</b>	Derek Trawber
<b>Name of Policy to be assessed</b>	Public Conveniences	<b>Date of Assessment</b>	27/10/08
		<b>Is this a proposed new or existing policy/procedure/practice?</b>	Existing
<b>1. Briefly describe the aims, objectives and purpose of the policy/procedure/practice?</b>	To provide convenient, clean and well maintained public conveniences in the town and surrounding areas. <i>Provision of temporary additional facilities for major events. Does Guildford have a role?</i>		
<b>2. Are there any associated or specific objectives of the policy/procedure/practice? Please explain.</b>	<ul style="list-style-type: none"> <li>To minimise anti-social behaviour (due to vandalism, inappropriate sexual activity).</li> </ul>		
<b>3. Who is intended to benefit from this policy and in what way?</b>	<ul style="list-style-type: none"> <li>Everyone who may wish to use a public toilet.</li> </ul>		
<b>4. What outcomes are wanted from this policy/procedures/practice?</b>	<ul style="list-style-type: none"> <li>Facilities that compliment those provided by other organisations (shops, restaurants, entertainment venues, bus and railway stations).</li> <li>Facilities that customers feel safe and happy to use at any time when they are open.</li> </ul>		
<b>5. What factors/forces could contribute/detract from the outcomes?</b>	<ul style="list-style-type: none"> <li>Financial (budgetary pressures on provision, cleaning and maintenance).</li> <li>Reputation (both national and local).</li> <li>Anti-social behaviour (due to vandalism, inappropriate sexual activity).</li> <li>Quality of cleaning and maintenance.</li> </ul>		
<b>6. Who are the main stakeholders in relation to the policy?</b>	All those who use public toilets (GBC residents, businesses, visitors), neighbouring communities, Councillors, managers and staff.	<b>7. Who implements the policy, and who is responsible for the policy?</b>	<ul style="list-style-type: none"> <li>Head of Operational Services</li> <li>Recycling and Cleansing Manager</li> </ul>

## Guildford Borough Council

### Equalities Impact Assessment

<b>8. Are there concerns that the policy <u>could</u> have a differential impact on racial groups?</b>	Yes	Need to consider the effectiveness of communications material for those who do not speak English as their first language. Existing material is available in alternative formats upon request. Consider increasing the amount of non-textual information.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	No specific evidence. Further consultation required.	
<b>9. Are there concerns that the policy <u>could</u> have a differential impact due to gender?</b>	Yes	Separate facilities are available for both ladies and gentlemen. Disabled facilities are always unisex and have controlled access using a RADAR key. No evidence to suggest satisfaction or dissatisfaction with this. A Urilift 'pop-up' toilet is being installed in the town centre for use by men in the evening. A similar facility is not available for women; however a 24 hour ladies toilet is available near by.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	No specific evidence. Further consultation required.	
<b>10. Are there concerns that the policy <u>could</u> have a differential impact due to disability?</b>	Yes	Need to ensure equality of access to services. Consider access to information through communications systems (phone, website). Disabled facilities are provided at most, but not all sites. Disabled facilities are always unisex and have controlled access using a RADAR key. . No evidence to suggest satisfaction or dissatisfaction with this.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	No specific evidence. Consider carrying out consultation with disabled customers and disability groups.	
<b>11. Are there concerns that the policy <u>could</u> have a differential impact due to sexual orientation?</b>	Yes	All sites except one are closed at night to prevent misuse through inappropriate sexual activity. All customers are disadvantaged because of this.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	No specific evidence. Consider reviewing the policy.	

## Guildford Borough Council

### Equalities Impact Assessment

<b>12. Are there concerns that the policy <u>could</u> have a differential impact due to their age?</b>	Yes	The elderly may need access to facilities more regularly. Any reduction in the number of facilities needs to be considered with this in mind.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	No specific evidence. Consider carrying out consultation with elderly customers and representative groups.	
<b>13. Are there concerns that the policy <u>could</u> have a differential impact due to their religious belief?</b>	No	
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	No specific evidence. Further investigation required.	
<b>14. Are there concerns that the policy <u>could</u> have a differential impact due to them having dependants/caring responsibilities?</b>	Yes	Less than half of sites have baby changing facilities. Consider review to see if the number can be increased.
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	No specific evidence.	
<b>15. Are there concerns that the policy <u>could</u> have a differential impact due to them have an offending past?</b>	No	
<b>What existing evidence (either presumed or otherwise) do you have for this?</b>	No specific evidence.	
<b>16. Are there concerns that the policy <u>could</u> have a differential impact due to them being Transgender or transsexual?</b>	No	Such customers will choose the most appropriate facility.

## Guildford Borough Council

### Equalities Impact Assessment

What existing evidence (either presumed or otherwise) do you have for this?		No specific evidence.
<b>17. Could the differential impact identified in 8-16 amount to there being the potential for adverse impact in this policy/procedure/practice?</b>	Yes	For all of the reasons stated above, there may be customers who are either unable or unwilling to use the facilities currently provided.
<b>18. Can this adverse impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason?</b>		Race: No, however due to the low percentage of BME groups in Guildford, communications material will not automatically be available in different formats. Disability: No. Sexual Orientation: Yes. To minimise the instances of inappropriate sexual activity. Age: Possibly. Need to review the availability of other local facilities before any are closed. Carers: No. However, some sites are too small to accommodate additional facilities such as baby changing areas.
<b>Business improvement</b> <b>19. Is there any concern that there are unmet needs in relation to any of the above groups?</b>	Yes	There is currently no equalities monitoring data.  Need to consult with customers and representative groups to confirm the assumptions made in relation to race, disability, sexual orientation, age and carers.
<b>20. Does differential impact or unmet need cut across the equality strands (e.g. elder BME groups)?</b>	Yes	Potentially race, disability, sexual orientation, age and carers in any combination.

**Guildford Borough Council**

**Equalities Impact Assessment**

<b>21. If yes, should the full EIA be conducted jointly with another service area/contractor/partner/agency?</b>	No	
<b>22. Is there a missed opportunity to improve your business in relation to any of the policies, procedures or practices to promote racial, gender, disability, age, sexual orientation, religion or belief equality?</b>	No	Hopefully, as this assessment is taking place prior to any new arrangements being introduced, there will be an opportunity to influence the development of policies and procedures to promote equality. <i>Is there location info on the GBC website?</i>

**Guildford Borough Council**  
**Equalities Impact Assessment**

<b>23. Should the policy proceed to a full equality impact assessment?</b>	Yes	
<b>24. If No, are there any changes required to the policy to improve it around the equality agenda?</b>	N/A	

**Signed**  
**(completing officer):**

**Date: 27 October 2008**

**Signed**  
**(Head of Section):**

**Date:**

**Countersigned**  
**(Corporate Diversity/Diversity/Policy Team)**

**Date October 2008**