

# Scottish Borders Council

## Stage 1 Equality Impact Assessment – Start Up – UPDATED Jan 2017

(For Early Proposals, Project Initiation, Start Up)

1.	<b>Title of Proposal:</b>	<b>A Review of Public Conveniences Provision</b>
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*(Please enter the title or reference for your proposal)*

2.	<b>Service Area: Department:</b>	Place Department - Neighbourhood Services - Neighbourhood Operations
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*(Please enter the department/service area submitting the proposal)*

3.	<b>Description:</b>	A proposed redesign of the way Scottish Borders Council provides publicly available toilet facilities. The aim is to deliver a service that delivers efficiencies whilst continuing to provide publicly accessible facilities in a manner that is financially and environmentally sustainable. The proposal seeks to redesign the way in which public access to toilet facilities is provided, seeking alternative means of provision that will ensure an equal or enhanced level of availability can be sustained across the region. The document is being taken to members for approval.
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*(Please enter a full description of your proposal including its aims and objectives)*


4.	<b>Relevance to the Equality Duty.</b>			
	<b>Do you believe your proposal has any relevance to the following duties of the Council under the Equality Act 2010?</b>			
	(If you believe that your proposal may have some relevance – however small please indicate yes)			
	<b>Duty</b>		<b>Yes/No</b>	
	<b>Elimination of discrimination (both direct &amp; indirect), victimisation and harassment. (Could your proposal discriminate? Or help eliminate discrimination?)</b>		Yes	
	<b>Promotion of equality of opportunity? (Could your proposal help or hinder the Council with this)</b>		Yes	
	<b>Foster good relations? (Could your proposal help or hinder the council s relationships with those who have equality characteristics?)</b>		yes	
5.	<b>Which groups of people may be impacted (both positively and negatively) if the proposal is advanced?</b>			
	(Please x all that apply).			
	<b>Equality Characteristic</b>	<b>Impact</b>		<b>Description</b>
	<b>No Impact</b>	<b>Possible Positive Impact</b>	<b>Possible Negative Impact</b>	<i>Where you have identified a potential impact, please detail what you perceive this to be. Where an equality characteristic is potentially</i>

				<i>negatively affected, please explain how and the extent to which they may be negatively affected. If you are unsure of the answer please state this and recommend further investigation.</i>
<b>Age</b> (Older or younger people or a specific age grouping)		x	x	<p>Depending on nature of changes agreed at local level, public toilet provision may be via alternative means in different locations:</p> <p>Positive impact: proposals may increase wider availability of facilities in the local area and may enhance the quality of facilities made available.</p> <p>Negative impact: individual walking distance to a facility may increase</p> <p>Introduction of toilet charging is proposed for key strategic facilities in key urban areas:</p> <p>Positive impact: may ensure toilet provision is better quality and more sustainable</p> <p>Negative impact: may affect people who have more need to use facilities and may incur costs.</p> <p>We are fairly certain that impacts can be mitigated and the range of proposals drafted seek to provide a better overall level of provision, but we will continue to assess and monitor through to implementation stage.</p>
<b>Disability</b> e.g. Effects on people with mental, physical, sensory impairment, learning disability, visible/invisible, progressive or recurring		x	x	<p>As above with one exception;</p> <p>Radar keys will ensure no restriction on access to facilities with toilet charging for people with disability (no impact).</p>
<b>Gender</b> (Males, Females, Transgender or Transsexual people)			x	<p>Female access to public toilets, particularly where options are limited (in rural areas) is important due to specific needs (pregnancy/menstruation) – see above for summary of possible Positive and negative impacts</p>
<b>Race Groups:</b> including colour, nationality, ethnic origins, including minorities (e.g. gypsy travellers, refugees, migrants and asylum seekers)			x	<p>As above – for wider potential positive/negative impact.</p> <p>Travelling people may require access to toilets, as the caravans may not include WC's.</p> <p>The key sites for travelling communities would be unaffected by the Review, however it is understood that off-site facilities in Kelso, St Boswells and Tweedbank are used by Travelling people. We will continue to assess</p>

				and monitor potential impacts through the process.
<b>People with Religious or other Beliefs:</b> different beliefs, customs (including atheists and those with no aligned belief)	x			No evidence identified at this stage as to direct positive or negative effect on this group of redesigning the service of public toilet provision. The public may experience a wider positive benefit from more facilities being made available via Comfort Schemes.
<b>Sexual Orientation,</b> e.g. Lesbian, Gay, Bisexual, Heterosexual	x			No evidence identified at this stage as to direct positive or negative effect on this group of redesigning the service of public toilet provision. The public may experience a wider positive benefit from more facilities being made available via Comfort Schemes.
<b>Carers</b> (those who have caring responsibilities for someone with an equality Characteristic)		x	x	As above.
<b>Poverty</b> (people who are on a low income including benefits claimants, people experiencing fuel poverty, isolated rural communities etc)		x	x	As above plus; Possible negative impact: the introduction of charging to public toilets in urban areas may impact on low income groups, however this is mitigated by the nominal fee for toilet use (30p) and provision of alternative non-charging facilities (such as public libraries, contact centres, etc) .
<b>Employees</b> (those employed by the Council including full time, part time and temporary)		x	x	The staff deployed to undertake cleaning activities are predominantly undertaking a range of duties of which toilet cleaning is only one – therefore the impact of any reduction in toilet cleaning duties will be offset by other duties, and no direct loss of posts will be created. There are 3 exceptions to this, and discussions with these individuals will be held in advance of any decision being made. ERVS is continuing to be offered across the service, which will naturally reflect any reduction in workforce across the service.

6.	<b>Mitigation</b>	
	Where you have identified a potential negative impact, please detail what mitigations will need to be put in place in order for your proposal to progress. <b>If you are unsure of the answer please state this and recommend further investigation.</b>	
	<b>Characteristic</b>	<b>Mitigation</b>
<b>Age</b>	The redesigned service seeks to provide an increased network of publicly available facilities via alternative means, this should enhance the overall	

	accessibility of facilities.
<b>Disability</b>	The redesigned service seeks to provide an increased network of publicly available facilities via alternative means, this should enhance the overall accessibility of facilities. Comfort Scheme or 3 <sup>rd</sup> party facilities incorporated will be assessed to ensure an equal or improved level of disabled access to facilities is maintained. Radar keys will mitigate any impact on Disabled users needing access to toilets which have charging introduced.
<b>Race</b>	The redesigned service seeks to provide an increased network of publicly available facilities via alternative means, this should enhance the overall accessibility of facilities, however there may be instances where travelling people need to use facilities that may no longer be provided or free to use. This could be mitigated by temporary provision of facilities as needed.
<b>Carers</b>	The redesigned service seeks to provide an increased network of publicly available facilities via alternative means, this should enhance the overall accessibility of facilities. Comfort Scheme or 3 <sup>rd</sup> party facilities incorporated will be assessed to ensure an equal or improved level of disabled access to facilities is maintained. Radar keys will mitigate any impact on Disabled users needing access to toilets which have charging introduced.
<b>Poverty</b>	The redesigned service seeks to provide an increased network of publicly available facilities via alternative means, this should enhance the overall accessibility of facilities.
<b>Employees</b>	Discussions and engagement with Trade Unions is ongoing and will continue through the review – however this is on the basis that ERVS would continue to be offered and direct impact on employees would be mitigated.

7.	<b>How certain are you of the answers you have given?</b>	
	<b>Answer</b>	<b>Tick One</b>
	<b>Certain</b> - I have populated the evidence base to support my answers.	
	<b>Fairly Certain</b> – but don't have concrete evidence to support my answers so would recommend further assessment is conducted if the proposal is progressed.	 Report to Executive (31/1/2017) will recommend a phased approach.: phase 1: charging and engagement; Phase 2: partnerships and further consideration of provision. Stage 2 EIA will be undertaken during each

		phase
	<b>Not Certain</b> – further assessment is recommended if proposal is progressed.	

<b>Completed By</b>			
Name	Jason Hedley	Service Area.	NEIGHBOURHOOD SERVICES
Post	Service and Neighbourhood manager (Tweeddale)	Date	13/01/2017

**This assessment should be presented to those making a decision about the progression of your proposal.**

**If it is agreed that your proposal will progress, you must send an electronic copy to corporate communications to publish on the webpage within 3 weeks of the decision.**

For your records, please keep a copy of this Equality Impact Assessment form.