

Cambridge City Council

Equality Impact Assessment

Changes to Lion Yard Toilets

(May 2012)

An Equality Impact Assessment seeks to identify:

- Whether the Council's strategies, policies, projects, contracts, major changes in services, and decisions affect different groups of people in different ways – and why this is happening
- If groups are affected in different ways, does that mean that one or more groups are disadvantaged compared to other groups, can this be justified lawfully, what action will be taken to correct or reverse it
- Whether the Council's strategies, policies, projects, contracts, major changes in services, and decisions actively support and promote different groups getting on well together (community cohesion).

Equality Impact Assessment

General Information		
1.	Title of strategy, policy, plan, project, contract, major change in service or decision:	Changes to the layout of Lion Yard and their impact on access to the public toilets.
2.	What is the objective or purpose of the strategy, policy, plan, project, contract, major change in service or decision?	The Council has received a planning application from Aberdeen Asset Management to make changes to the layout of Lion Yard. This Equality Impact Assessment has been produced to identify the impact these changes would have on the access to the public toilets. The proposal is for the toilets to remain in their current location. The existing Fisher Square entrance to Lion Yard would be closed, and a new entrance created. The proposal would also result in the closure of the external access to one of the two disabled toilets.
3.	Who will be affected by this strategy, policy, plan, project, contract, major changes in services or decision? <i>(Please tick those that apply)</i>	<input checked="" type="checkbox"/> Residents <input checked="" type="checkbox"/> Visitors <input checked="" type="checkbox"/> Staff A specific client group or groups (please state): Disabled people Older People Pregnant women Parents with small children Carers
4.	What type of strategy, policy, plan, project, contract, major change in service or decision is this? <i>(Please tick)</i>	<input type="checkbox"/> New <input checked="" type="checkbox"/> Revised <input type="checkbox"/> Existing
5.	Responsible department, section, service manager and Head of Service.	Department: Resources Section: Property Services Service Manager: Philip Taylor

6.	Are other departments or partners involved in delivering this strategy, policy, plan, project, contract, major change in service or decision?	<input type="checkbox"/> No <input checked="" type="checkbox"/> Yes (please give details): Planning, Legal and Streets and Open Spaces services. Aberdeen Asset Management (developers).
Gathering Performance Data		
7.	How do you (or how will you) monitor the impact of the strategy, policy, plan, project, contract, major change in service or decision? <i>(Please tick any that apply and give examples e.g. bench marking with the Housing Quality Network)</i>	<input type="checkbox"/> Performance indicators/targets <input type="checkbox"/> Benchmarking with other organisations <input type="checkbox"/> User satisfaction survey results <input checked="" type="checkbox"/> Consultation results (the EqIA uses consultation undertaken in respect of the original proposal to relocate the toilets) <input checked="" type="checkbox"/> Complaints information <input checked="" type="checkbox"/> Freedom of Information requests <input checked="" type="checkbox"/> Service uptake data (About a million users a year) <input checked="" type="checkbox"/> External verification e.g. inspection results, views of organisations representing equalities groups <input type="checkbox"/> Staff survey results <input type="checkbox"/> Workforce monitoring data <input checked="" type="checkbox"/> Partnership consultation <input type="checkbox"/> Other (please state:)

8.	Which of the equalities groups does this monitoring data relate to? <i>(Please tick any that are relevant)</i>	<input checked="" type="checkbox"/> Age <input checked="" type="checkbox"/> Disability <input checked="" type="checkbox"/> Gender/transgender <i>(inc gender re-assignment, pregnancy and maternity)</i> <input type="checkbox"/> Marriage and Civil Partnership <input type="checkbox"/> Race <input type="checkbox"/> Religion/belief <input type="checkbox"/> Sexual orientation <input type="checkbox"/> None	Other factors that may lead to inequality e.g. social class, income or financial exclusion, children in care, ex-offenders <i>(please state)</i> : Carers If you collect different monitoring data for different groups for different aspects of your service please give details here:
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Analysing Performance Data						
			Same impact	Not same impact	Positive (P) / Negative (N)	Insufficient evidence
9.	Using the monitoring information that you have or will be collecting, please indicate if the impact of the strategy, policy, plan, project, contract, major change in service or decision is/is likely to be the same for the equalities groups as it is for the population or the workforce as a whole.	Age	<input type="checkbox"/>	✓	N	<input type="checkbox"/>
		Disability	<input type="checkbox"/>	✓	N	<input type="checkbox"/>
		Gender (<i>Inc pregnancy and maternity</i>)	<input type="checkbox"/>	✓	N	<input type="checkbox"/>
		Transgender (<i>inc gender re-assignment</i>)	✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		Marriage and Civil Partnership	✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		Race	✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		Religion/belief	✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		Sexual orientation	✓	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
		Other factors that may lead to inequality (please state):				
	1. Carer status	<input type="checkbox"/>	✓	N	<input type="checkbox"/>	

		Equalities Group Affected	What the potential negative impact is	Evidence of potential negative impact if there is any.
10.	<p>List and explain any negative impacts identified in Qu 9. State which equalities group is/may be affected, what the negative impact is/may be and give details of any evidence of this impact/potential impact e.g. document titles, web links.</p> <p>If you have no evidence of the negative impact but believe it may exist, please say so.</p>	Disabled people and Carers	<p>The proposal would impact on the access to one of the disabled toilets. This is because the door to the disabled toilet that users access without going into the toilet block itself would be blocked as part of the changes. The second disabled toilet located inside the toilet block would not be affected.</p> <p>The proposals would also mean that there would be no possibility of access to either disabled toilet after 8pm when the toilet block is locked. However this would be no different to the current situation, because the disabled toilet with the external door is already locked to prevent anti-social behaviour.</p> <p>The City Council will be refurbishing the toilets in 2012/13, and this would provide an opportunity to make changes so that both disabled toilets can be accessed.</p> <p>Aberdeen Asset Management is aware of the potential issue, and would wish to align their proposals and the timescales for their work with those of the City Council.</p>	<p>The City Council does have some information about use of the disabled facilities. A survey conducted in March 2011 regarding the relocation of Lion Yard toilets revealed that:</p> <ul style="list-style-type: none"> • 19% of respondents said they sometimes needed to use a disabled toilet due to a medical condition or disability. • A further 5% of respondents said they always needed to use a disabled toilet. • 12% of respondents to the survey were carers for someone who has a disability or medical condition that means they have to use a disabled toilet. <p>Whilst no single figure exists for the number of disabled people in Cambridge, estimates suggest that approximately 17% of people have a limiting long-term illness, impairment or disability in Great Britain. This matches the findings of the 2008 Place Survey for Cambridge.</p>

		Disabled people, Older People, Pregnant women, Parents with small children and Carers	If the proposal was agreed, whilst the work was carried out to change the walkway it could take longer to get to the public toilets, depending on the individuals starting point. I.e. people would need to use the South exit from Grand Arcade to get to the toilets. Some people have shared their concerns over it being dark and sometimes impeded by people waiting for lifts and to use the vending machines.	If the proposal was agreed, whilst the work was carried out to change the walkway and depending on the individuals starting point, it could take longer to get to the public toilets. For example, from a point adjacent to the Lion Yard escalators it would be an increase in distance of approximately 70.8m.
11.	Are or will people from equalities groups take up services associated with the strategy, policy, plan, project, service, contract, major change in service or decision at the same rate as the population or the workforce as a whole?	<input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Insufficient evidence	If no , please provide details....	

12.	Is your strategy, policy, plan, project, service, contract, major change in service or decision likely to exclude or disadvantage equalities groups in the longer term?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Insufficient evidence	<p>If yes, please indicate which groups will be affected and what the impact will be...</p> <p>Disabled people, older people, pregnant women, parents with small children and carers may be disadvantaged in the short term because it could take them longer to get to the toilets whilst the work is done to change the walkway. Good planning and close working with the developers will help to minimise the impact.</p> <p>In the long term, people from these equalities groups will not be disadvantaged as the proposed new walkway is very similar in length to the existing walkway. From on a central point in Lion Yard, the current distance to the toilets is 30.2 metres. The distance using the new proposed walkway would be 31.5 metres. The length of the walkway will be short as the depth of the old Library unit is shallower than the old Dixons frontage.</p> <p>The proposed new walkway would be 2.75 metres wide, which is more than sufficient to meet the expected standards and would, for example, allow two wheelchairs or prams to pass each other without difficulty.</p> <p>Equally, good design and planning, as well as close working with the developers, will minimise the potential negative impact of the proposals on the disabled toilets. The City Council will consider as part of the refurbishment of the toilets during 2012/13 the access to the disabled toilets, so that disabled people are not disadvantaged in the longer term.</p>
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Checking Delivery Arrangements

		Yes	No	Insufficient evidence	Reason
13.	<p>Please check the delivery arrangements for the strategy, policy, plan, project, service, contract, major change in service or decision against these criteria:</p> <p>If you answered no to any of the criteria, please explain why, giving details of any legal justification if there is one...</p>	<p>Are any premises involved accessible to all? <input checked="" type="checkbox"/></p> <p>Is any ICT software and equipment accessible to all? <input type="checkbox"/></p> <p>Is consultation and participation inclusive of all? <input checked="" type="checkbox"/></p> <p>Are public events and meetings accessible to all? <input checked="" type="checkbox"/></p> <p>Do public meetings and events avoid conflict with religious events? <input checked="" type="checkbox"/></p> <p>Is electronic, web based and paper information accessible for all? <input checked="" type="checkbox"/></p> <p>Are images and text in documents and publicity campaigns representative of all? <input type="checkbox"/></p>	<p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p>	<p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p> <p><input type="checkbox"/></p>	<p>Not applicable</p> <p>Not applicable</p>

Conclusions and Next Steps		
14.	a) The evidence has not identified any disadvantages or negative impacts.	
	b) The evidence indicates that there are no disadvantages or negative impacts that cannot be easily addressed.	
	c) It has not been possible to say whether or not there is a disadvantage or negative impact e.g. there is insufficient evidence.	
	d) The evidence indicates potential disadvantages or negative impacts that cannot be easily addressed.	An action plan is attached.

Gathering additional information

15.	What additional evidence are you going to gather? <i>(Please tick any that apply)</i>	<input checked="" type="checkbox"/> Advice from experts (Counsel's opinion) <input type="checkbox"/> Demographic profile e.g. Census <input type="checkbox"/> Existing consultation results <input type="checkbox"/> Existing user data <input type="checkbox"/> External verification e.g. expert views of people/organisations representing equality group(s) <input type="checkbox"/> Local needs analysis e.g. Joint Strategic Needs Assessments <input type="checkbox"/> National best practice information e.g. Audit Commission reports <input type="checkbox"/> New consultation with a specific equality group(s) <input type="checkbox"/> Research reports <input type="checkbox"/> Relevant staff group expertise	Other <i>(please state)</i> : The planning application will be subject to the normal consultation processes.
16.	If you have any additional comments please add them here.		

Completion		
17.	Name and job title of assessment lead officer:	Philip Taylor
	Date of completion:	02 May 2012
	Names of other assessment team members and people consulted:	Philip Taylor, Interim Head of Property Services Chris Williams, Strategy Officer
	Date of next review of the EqIA <i>This should be within three years of the date of completion of the original EqIA.</i>	

Note: when completed a copy of this form should be saved with the relevant strategy, plan, policy, project, contract, major change in service or decision and an electronic copy sent to Chris Williams, Strategy Officer, chris.williams@cambridge.gov.uk who will arrange for publication on the Council's web pages and the Intranet.

Action Plan

Equality Impact Assessment Title: **Changes to Lion Yard Toilets**

Date: 02 April 2012

Equality Group	Details of possible disadvantage or negative impact	Action to be taken to address the disadvantage or negative impact	Officer responsible for progressing the action	Date action to be completed by
Age	Older people may be disadvantaged in the short term because it could take them longer to get to the toilets whilst the work is done to change the walkway.	Work with Aberdeen Asset Management to align their proposals and the timescales for their work with those of the City Council for refurbishing the toilets.	Andrew Preston, Project Delivery & Environment Manager	Prior to, and during, the work taking place. Date tbc.
Disability	<p>Disabled people may be disadvantaged in the short term because it could take them longer to get to the toilets whilst the work is done to change the walkway.</p> <p>The proposal would result in the closure of the existing external access to the disabled toilet.</p>	<p>Work with Aberdeen Asset Management to align their proposals and the timescales for their work with those of the City Council for refurbishing the toilets.</p> <p>The City Council will change the access to the disabled toilets as part of their refurbishment in 2012/13.</p>	<p>Andrew Preston, Project Delivery & Environment Manager</p> <p>Andrew Preston, Project Delivery & Environment Manager</p>	<p>Prior to, and during, the work taking place. Date tbc.</p> <p>During the design stage of the refurbishment project. Date tbc.</p>

Gender / Transgender	Pregnant women and parents with small children may be disadvantaged in the short term because it could take them longer to get to the toilets whilst the work is done to change the walkway.	Work with Aberdeen Asset Management to align their proposals and the timescales for their work with those of the City Council for refurbishing the toilets.	Andrew Preston, Project Delivery & Environment Manager	Prior to, and during, the work taking place. Date tbc.
Marriage and Civil Partnership				
Race/ethnicity				
Religion or belief				
Sexual orientation				
Carers	Same as Disability	Same as Disability		

Name and Job Title of Officer completing the Action Plan: Philip Taylor, Senior Estates Surveyor
 Department/Service: Property Service