

Equality Impact Assessment Toolkit (January 2021)

Section 1: Your details

EIA lead Officer: Colin Clayton

Email address: colinclayton@wirral.gov.uk

Head of Section: Colin Clayton

Chief Officer: Nicola Butterworth

Directorate: Neighbourhood Services

Date: 4th February 2021

Section 2: What Council proposal is being assessed?

Closure of 9 public convenience sites across the borough and discontinuation of the cleaning of the Changing Places facilities. The toilets that are subject to closure are Harrison Drive, Moreton Cross, Moreton Common, West Kirby Marine Lake, West Kirby Concourse (outside), Parade Gardens Hoylake, Meols Parade, New Ferry and Thornton Hough.

Section 2a: Will this EIA be submitted to a Committee meeting?

Yes / No

If 'yes' please state which meeting and what date

The Policy and Resources Committee - 17th February 2021

Hyperlink to where your EIA is/will be published on the Council's website

<https://democracy.wirral.gov.uk/ecCatDisplay.aspx?sch=doc&cat=13797>

<https://www.wirral.gov.uk/communities-and-neighbourhoods/equality-impact-assessments>

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

- Services**
- The workforce**
- Communities**
- Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)

If you have ticked one or more of above, please go to section 4.

- None** (please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 4:

Could the proposal have a positive or negative impact on any protected groups (age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
Age	<ul style="list-style-type: none">- May contribute to older people's anxiety about leaving home if adequate toilet provision is not available.- May affect the places families with young children can visit as the need of frequency to access toilet provision is higher for young children.	<ul style="list-style-type: none">- Publicise closure of public conveniences so members of the public are informed and can plan accordingly.- Publicise use and location of alternative facilities in council buildings.- Seek to establish a community toilet scheme whereby businesses in the borough, which have toilet facilities, are willing to open their facilities for public use.	Colin Clayton	Ongoing	<p>Cost of launching community toilet scheme including advertising, resource materials.</p> <p>Staffing resource to keep publicised information up to date and accurate.</p>

		<p>Advertise the business, available facilities and opening times accordingly particularly those facilities that have baby changing facilities etc. Use of local media, council website, street signage and signage in the windows of participating businesses depicting what facilities are available would be required.</p>			
Disability	<ul style="list-style-type: none"> - May affect the freedom of disabled people and their carers to leave home if adequate and suitably adapted toilet provision is not available. - May affect the freedom and confidence of those with medical conditions such as Colitis, Crohn's Disease and Inflammatory Bowel Disease to leave home. - The Changing Places toilet at Marine Point New Brighton will no longer be cleaned and maintained which may result in the owner/responsible person closing the facility which will have a negative impact on service users who require bespoke adaptations including 	<ul style="list-style-type: none"> - Publicise closure of public conveniences so members of the public are informed and can plan accordingly. - Publicise use and location of available facilities in council buildings. - Seek to establish a community toilet scheme whereby businesses in the borough, which have adapted toilet facilities, are willing to open 	Colin Clayton	Ongoing	<p>Cost of launching community toilet scheme including advertising, resource materials.</p> <p>Staffing resource to keep publicised information up to date and accurate.</p>

	ceiling hoist.	<p>their facilities for public use. Advertise the business, available facilities and opening times accordingly. Use of local media, council website, street signage and signage in the windows of participating businesses depicting what facilities are available would be required.</p> <ul style="list-style-type: none"> - Engage with the owner/responsible person of the Changing Places facility in order to establish intentions and ensure they are adequately communicated to Wirral residents and visitors. 			Staffing resource to liaise with Changing Places in order to establish future intentions.
Pregnancy and maternity	<ul style="list-style-type: none"> - May affect the places pregnant women can visit as the need of frequency to access toilet provision is higher in this category. 	<ul style="list-style-type: none"> - Publicise closure of public conveniences so members of the public are informed and can plan accordingly. - Publicise use and location of available facilities in council 	Colin Clayton	Ongoing	Cost of launching community toilet scheme including advertising, resource materials.

		<ul style="list-style-type: none"> - buildings. Seek to establish a community toilet scheme whereby businesses in the borough, are willing to open their facilities for public use. Advertise the business, available facilities and opening times accordingly. Use of local media, council website, street signage and signage in the windows of participating businesses depicting what facilities are available would be required. 			Staffing resource to keep publicised information up to date and accurate.
Sex	<ul style="list-style-type: none"> - Women may be adversely affected for a range of biological and functional reasons 	<ul style="list-style-type: none"> - Publicise closure of public conveniences so members of the public are informed and can plan accordingly. - Publicise use and location of available facilities in council buildings. - Seek to establish a community toilet scheme whereby businesses in the 	Colin Clayton	Ongoing	<p>Cost of launching community toilet scheme including advertising, resource materials.</p> <p>Staffing resource to keep publicised information</p>

		<p>borough, which have toilet facilities, are willing to open their facilities for public use. Advertise the business, available facilities and opening times accordingly. Use of local media, council website, street signage and signage in the windows of participating businesses depicting what facilities are available would be required.</p>			up to date and accurate.
Workforce	<p>There are currently 3 full time employees and 1 vacant post that will be affected.</p> <p>Positive- There is potential for employees to consider EVR if applicable.</p> <p>At this stage of the proposal, it is not possible to identify the potential implications this may have on individual employees protected characteristics due to potential identification.</p>	<p>Any adverse impact on employees protected characteristics is unintentional and employees will be supported through the consultation process.</p>	Colin Clayton	Ongoing	

Section 4a: Where and how will the above actions be monitored?

Ongoing monitoring at regular intervals e.g. 6 monthly/annually would be required to ensure advertised local businesses are still participating in the scheme and have the available facilities readily accessible for use. Publicised signposting for members of the public would then require updating to ensure current and accurate information on available facilities is available.

Section 4b: If you think there is no negative impact, what is your reasoning behind this?

Section 5: What research / data / information have you used in support of this process?

The proposal to close the public conveniences in the Borough was a publicised option within the Wirral Council Budget 2021 public consultation process.

Section 6: Are you intending to carry out any consultation with regard to this Council proposal?

Yes /No – (please delete as appropriate)

If 'yes' please continue to section 7.

If 'no' please state your reason(s) why:

(please stop here and email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing)

Section 7: How will consultation take place and by when?

The proposal to close the public conveniences in the Borough was a publicised option within the Wirral Council Budget 2021 public consultation process. The budget consultation began

on 21st December 2020 and ended on 22nd January 2021. The Policy and Resources Committee will sit on 17th February 2021 with the Budget Council to agree the budget on 1st March 2021. Members of the public were invited to have their say by using an online survey; visiting the portal; via email or by taking part in a Question Time event in January 2021.

Before you complete your consultation, please email your preliminary EIA to engage@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting its legal publishing requirements. The EIA will need to be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 4. Then email this form to your Chief Officer who needs to email it to engage@wirral.gov.uk for publishing.

Section 8: Have you remembered to:

- a) Select appropriate directorate hyperlink to where your EIA is/will be published (section 2a)**
- b) Include any potential positive impacts as well as negative impacts? (section 4)**
- c) Send this EIA to engage@wirral.gov.uk via your Chief Officer?**
- d) Review section 4 once consultation has taken place and sent your updated EIA to engage@wirral.gov.uk via your Chief Officer for re-publishing?**