

Equality Impact Assessment (EIA):

Name of Report/Proposal/Strategy:	Meadfoot beach Huts and chalets		
Name (Key Officer/Author):	Sue Cheriton	Business Unit:	Resident and Visitor Services
Position:	Executive Head Resident and Visitor Services	Tel:	7972
Date:	21 st June 2013	Email:	sue.cheriton@torbay.gov.uk

Since the Equality Act 2010 came into force the council has continued to be committed to ensuring we provide services that meet the diverse needs of our community as well as ensure we are an organisation that is sensitive to the needs of individuals within our workforce. This Equality Impact Assessment (EIA) has been developed as a tool to enable business units to fully consider the impact of proposed decisions on the community.

This EIA will evidence that you have fully considered the impact of your proposal / strategy and carried out appropriate consultation with key stakeholders. The EIA will allow Councillors and Senior Officers to make informed decisions as part of the council's decision-making process.

Relevance Test – ‘A Proportionate Approach’

Not all of the proposals or strategies we put forward will be ‘relevant’ in terms of the actual or potential impact on the community in relation to equality and vulnerable groups. For instance, a report on changing a supplier of copier paper may not require an EIA to be completed whereas a report outlining a proposal for a new community swimming pool or a report proposing a closure of a service would.

Therefore before completing the EIA please answer the following questions. If you answer ‘yes’ to any of the questions below you must complete a full EIA.

1)	Does this report relate to a key decision?	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
2)	Will the decision have an impact (i.e. a positive or negative effect/change) on any of the following:		
	• The Community (including specific impacts upon the vulnerable or equality groups)	Y <input type="checkbox"/>	N <input type="checkbox"/>
	• Our Partners	Y <input type="checkbox"/>	N <input type="checkbox"/>
	• The Council (including our structure, ‘knock-on’ effects for other business units, our reputation, finances, legal obligations or service provision)	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>

Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	Clearly set out the purpose of the proposal	<p>The chalets and huts at Meadfoot are now beyond economic repair and a number have already been condemned, this project provides an opportunity to replace the existing 50 year old units to improve the rental offer, and increase the regular income.</p> <p>Meadfoot has a substantial waiting list for Beach chalets and a current 100% occupancy; this development will enable the council to increase the number of units thus increasing footfall and providing a further potential to improve the café and toilet provision in a second phase.</p> <p>There is a considerable amount of repair work required under planned maintenance. The present income level cannot be maintained as units will be taken out of use as they become unsafe or un-rentable. The decision needs to be made to enable work to commence over the winter period to be complete by spring 2014 this will enable income loss to be minimised.</p> <p>The replacement units are expected to total 137, this provides an extra 68 units. There is a substantial waiting list predominately populated by local people. Increased numbers of huts and chalets would increase footfall for business and also for car parks.</p> <p>There would loss of income reputation and goodwill as a result of taking units out of use, with potential reduction in footfall having a negative effect on local business.</p>
2.	Who is intended to benefit / who will be affected?	<p>It is intended that all existing and prospective users will benefit from the development. The key stake holders are the beach hut / chalet users, also members of the community represented on the waiting list.</p> <p>Other stake holders include the existing businesses trading in that location and general beach users. The project will also improve the appearance and value of the amenity for the local community, residents and visitors to Torbay as a whole.</p>
3.	What is the intended outcome?	<p>There will be an increase in income from seasonal, weekly and day let rental options enabling customers renting on a daily basis to become seasonal customers. There is a substantial waiting list predominately populated by</p>

No	Question	Details
		<p>local people the extra huts will enable those that have been on the list longest to have an option on one of the new units.</p> <p>All users will benefit from the improved facilities.</p> <p>The project will develop increased winter footfall spreading economic activity over the shoulder months and increased trade for existing businesses and the potential for further economic development, in subsequent phases.</p> <p>There will be a substantial reduction in the planned maintenance and reactive maintenance costs.</p>

Section 2: Equalities, consultation and engagement

Torbay Council has a moral obligation as well as a duty under the Equality Act 2010 to eliminate discrimination, promote good relations and advance equality of opportunity between people who share a protected characteristic and people who do not.

The **equalities, consultation and engagement** section ensures that, as a council, we take into account the Public Sector Equality Duty at an early stage and provide evidence to ensure that we fully consider the impact of our decisions / proposals on the Torbay community.

Evidence, consultation and engagement

No	Question	Details
4.	Have you considered the available evidence?	The project has been considered by the Beach Development Strategy Project Board with evidence being presented from the various consultations outlined below.
5.	How have you consulted on the proposal?	Consultations have been carried out with Ward Councillors, Beach Hut User Group (BHUGS), Meadfoot Beach huts users, and the Wellswood area Community Partnership. Beach Development Strategy Project Board.
6.	Outline the key findings	<p>Consultation with <u>all</u> existing users at Meadfoot (69) We received a positive response to the idea of the development; people contacted were definitely interested, as there is a long waiting list, a number of short let users were expecting to eventually take over a hut or chalet. When asked would you be interested in renting all year and be willing to pay more for a larger hut with some utilities? The majority responded positively. Of those responding negatively the majority had chalets still in reasonable condition.</p> <p>Response from BHUGs annual meeting (attendance 75) Beach hut users attending the meeting had a positive response; it was said “we have heard you are going to rebuild some or all of Meadfoot chalets, we are interested in having a new hut, and when are you going to do it?”</p>

No	Question	Details
		<p>Questions asked at Beach Hut User Group committee: Would you be interested in renting all year and be willing to pay more for a larger hut with some utilities? The majority responded positively. The Committee of BHUGS have been consulted and involved from the projects inception and have agreed and supported the project.</p> <p>Consultation with all Wellswood Community Partnership The project was presented to members of the partnership and received a positive response.</p>
7.	<p>What amendments may be required as a result of the consultation?</p>	<p>Some of the responses received from the consultation with Meadfoot users have indicated there is a lack of understanding on the true overall condition of the huts and chalets; it is proposed that following the consultation already undertaken and the project is confirmed by council as going forward we will provide further detailed information to the existing occupiers.</p>

Positive and negative equality impacts

No	Question	Details		
8.	Identify the potential positive and negative impacts on specific groups	We would like to rebuild and subsequently improve facilities at Meadfoot: <ul style="list-style-type: none"> • The project would improve the facilities for all groups. • A further phase could improve access for all groups • Income would be increased, potentially improving service and facilities • There would be a greater footfall over the shoulder months and winter season increasing income for business and potentially reducing the effects of vandalism. 		
		Positive Impact	Negative Impact	Neutral Impact
	All groups in society generally	The project is likely to have an overall positive effect on all users		
	Older or younger people	There have been difficulties with the poor condition of beach huts and chalets. The new units with modern doors and fittings will be easier to use for older customers.	The base line for charges is that achieved by real market testing at Broadlands where the new chalets with similar amenities achieve £1,500 per annum. There is the potential that the increased charges at Meadfoot could disadvantage some older users on low fixed incomes. It is accepted that the use of a beach chalets is non-essential expenditure. However to ameliorate the effect of the increase in charges price rises will be spread over three years.	
	People with caring responsibilities			The differential impact is neutral
	People with a disability	Due to the topographical constraints of this site access throughout the whole of this steep site is difficult. As		Impact for this phase of the works is neutral.

No	Question	Details	
		part of a further phase of these works access will maintained and improved as far as is practicable.	
	Women or men		The differential impact is neutral
	People who are black or from a minority ethnic background (BME)	<i>(please note Gypsies / Roma are within this community)</i>	The differential impact is neutral
	Religion or belief (including lack of belief)		The differential impact is neutral
	People who are lesbian, gay or bisexual		The differential impact is neutral
	People who are transgendered		The differential impact is neutral
	People who are in a marriage or civil partnership		The differential impact is neutral
	Women who are pregnant / on maternity leave		The differential impact is neutral
	Socio-economic impacts (including impact on child poverty issues and deprivation)		The differential impact is neutral
9.	Is there scope for your proposal to eliminate discrimination, promote equality of opportunity and	This project creates a facility that can be used equally by all, it does not have any negative impact on any particular group; and is good for all groups to enjoy equally. Due to the topographical constraints of this site access for all throughout the whole of this steep site is not easy. As part of a further phase of these works access will be maintained and improved as far as is practicable.	

No	Question	Details
	/ or foster good relations?	

Section 3: Steps required to manage the potential impacts identified

No	Action	Details
10.	Summarise any positive impacts and how they will be realised most effectively?	This project creates a facility that can be used equally by all, completing the works over the winter period will minimise disruption, loss of income and be most effective way to carry out the project. Due to the topographical constraints of this site access for all throughout the whole of this steep site is not easy. As second phase of these works again carried out over the winter months will be able to improve access as far as is practicable.
11.	Summarise any negative impacts and how these will be managed?	The base line for the new increased charges is that achieved by real market testing at Broadsands where the new chalets with similar amenities achieve £1,500 per annum. There is the potential that the increased charges at Meadfoot could disadvantage some older users on low fixed incomes. It is accepted that the use of a beach chalets is non-essential expenditure. However to ameliorate the effect of the increase in charges price rises will be spread over three years. Customers not able to afford the new rates for the improved units will be offered suitable sites at other locations.

Section 4: Recommended course of action

No	Action	Details
12.	State a recommended course of action [please refer to action after section 5]	It is recommended that this project be approved; there is the potential to provide improvements to access. Any negative impact can be controlled as outlined. <i>Outcome 1: No major changes the project are required –</i>

		The EIA has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken.
--	--	--

Section 5: Monitoring and action plan

No	Action	Details
13.	Outline plans to monitor the actual impact of your proposals	The impact on existing customers will be reviewed and monitored. Further phases of this project will be designed to improved access to the site where practicable

Please use the action plan below to summarise all of the key actions, responsible officers and timescales as a result of this impact assessment

Action plan

Please detail below any actions you need to take:

No.	Action	Reason for action / contingency	Resources	Responsibility	Deadline date
1	Maintain contact with all existing Beach Huts Chalet users to provide addition on-going updates.	Customer service	Staff / time	Resident Visitor Services	September
2	Additional phases of the development to further improve access where practicable	Compliance with DDA	Project funding Staff time	Resident Visitor Services	September 2014
3	Where existing customers are unable to afford the new rates to enable transfers to other available locations	Customer service	Staff / time	Resident Visitor Services	September