

## Equality Impact Assessment (EIA):

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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.

### Executive Lead / Head Sign off:

<b>Executive Lead(s)</b>	Robert Excell	<b>Executive Head:</b>	Sue Cheriton
<b>Date:</b>	14 <sup>th</sup> January 2014	<b>Date:</b>	14 <sup>th</sup> January 2014

## 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)	<b>Does this report relate to a key decision?</b>	Y <input checked="" type="checkbox"/>	N <input type="checkbox"/>
2)	<b>Will the decision have an impact (i.e. a positive or negative effect/change) on any of the following:</b> <ul style="list-style-type: none"> <li>• <b>The Community (including specific impacts upon the vulnerable or equality groups)</b></li> <li>• <b>Our Partners</b></li> <li>• <b>The Council (including our structure, ‘knock-on’ effects for other business units, our reputation, finances, legal obligations or service provision)</b></li> </ul>	Y <input checked="" type="checkbox"/> Y <input checked="" type="checkbox"/> Y <input checked="" type="checkbox"/>	N <input type="checkbox"/> N <input type="checkbox"/> N <input type="checkbox"/>

## Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	<b>Clearly set out the proposal and what is the intended outcome?</b>	The project will provide approximately 400 additional car parking spaces at Torbay Hospital. The spaces will be for staff and visitors. The works will be funded by Torbay Council who will also manage the enforcement for the next ten years. The increased income from the spaces will fund the borrowing costs.
2.	<b>Who is intended to benefit / who will be affected?</b>	The project will lead to an increase in availability of spaces meaning that patients are able to find a space and be able to arrive for appointments on time. This should also be less stressful at what is often a difficult time. The additional spaces for staff will reduce the effect on residents in the area as many of the staff will park within neighbouring streets.

## 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
3.	Have you considered the available evidence?	The project has been developed in accordance with national guidelines and the Local Transport Policy. The project was progressed after a number of on-site surveys to identify the extent of the problem.
4.	How will / have you* consulted on the proposal?  <i>*delete as appropriate</i>	Consultation has been carried out with staff of the hospital and also with key stakeholders such as the public transport operators and the planning service. The project will be subject to local consultation, stakeholder consultation, planning and public advert.
5.	Outline the key findings	The on site surveys identified a need for additional parking with the parking reaching capacity on a number of occasions. The staff survey showed a desire for additional parking as well the potential increase of the use of public transport.
6.	What amendments may be required as a result of the consultation?	Consultation on the detailed design may change the number of spaces provided and landscaping that may be required around the improvements.

### Positive and negative equality impacts *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Question	Details
7.	Identify the potential positive and negative impacts on specific groups	<i>It is not enough to state that a proposal will affect everyone equally. There should be more in-depth consideration of available evidence to see if particular groups are more likely to be affected than others – use the table below. You should also consider workforce issues. If you consider there to be no positive or negative impacts use the ‘neutral’ column to explain why. <b>EVERY BOX MUST BE COMPLETED – if there is no impact please state either ‘No Positive Impact’ or</b></i>

No	Question	Details		
		<b>'No Negative Impact'.</b>		
		Positive Impact	Negative Impact & Mitigating Actions	Neutral Impact
	Older or younger people	No positive impact.	No negative impact.	The additional spaces will be available to all users of the hospital.
	People with caring Responsibilities	The number of spaces will be increased meaning that carers bringing people to hospital will have more opportunity to park.	No negative impact.	
	People with a disability	The number of disabled parking spaces on site will be increased.	No negative impact.	
	Women or men	No positive impact.	No negative impact.	The additional spaces will be available to all users of the hospital.
	People who are black or from a minority ethnic background (BME) <i>(Please note Gypsies / Roma are within this community)</i>	No positive impact.	No negative impact.	The additional spaces will be available to all users of the hospital.
	Religion or belief (including lack of belief)	No positive impact.	No negative impact.	The additional spaces will be available to all users of the hospital.
	People who are lesbian, gay or bisexual	No positive impact.	No negative impact.	The additional spaces will be available to all users of the hospital.
	People who are transgendered	No positive impact.	No negative impact.	The additional spaces will be available to all users of the hospital.
	People who are in a marriage or civil partnership	No positive impact.	No negative impact.	The additional spaces will be available to all users of the hospital.
	Women who are pregnant / on maternity leave	The number of spaces close to the maternity ward at the hospital will be increased.	No negative impact.	
	Socio-economic impacts (Including impact on child poverty issues and	No positive impact.	No negative impact.	The additional spaces will be available to all users of the hospital.

No	Question	Details	
	deprivation)		
	Public Health impacts (How will your proposal impact on the general health of the population of Torbay)	The proposals will improve access to health care in Torbay.	No negative impact.
8.	<b>Cumulative Impacts – Council wide</b> (proposed changes elsewhere which might worsen the impacts identified above)	Existing services will be used by Torbay Council to provide the enforcement at Torbay Hospital leading to efficiencies relating to economics of scale.	
8b	<b>Cumulative Impacts – Other public services</b> (proposed changes elsewhere which might worsen the impacts identified above)	Should income from the project be in excess of the initial borrowing costs and running cost this funding can be re-invested in Council and Healthcare services.	

### Section 3: Mitigating action *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Action	Details
9.	<b>Summarise any negative impacts and how these will be managed?</b>	Some parking charges may be increased for some users, this will be subject to consultation and review.

### Section 4: Monitoring *TO BE UPDATED ONCE CONSULTATION UNDERTAKEN*

No	Action	Details
10.	<b>Outline plans to monitor the actual impact of your proposals</b>	The level of usage and enforcement levels will be monitored through a management board. Car parks will be provided with automated counting systems providing real time information.

**Section 5: Recommended course of action** *TO BE COMPLETED WHEN ALL SECTIONS COMPLETE AND EIA FINALISED*

No	Action	Outcome	Tick	Reasons/justification for recommended action
11.	<p><b>State a recommended course of action</b>  <i>Clearly identify an option and justify reasons for this decision. The following four outcomes are possible from an assessment (and more than one may apply to a single proposal). Please select from the 4 outcomes and justify the reasons for your decision</i></p>	<p><b>Outcome 1: No major change required</b> - <i>EIA has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken</i></p>	<p>✓</p>	<p>The proposals have a positive effect on many groups of the community. It is intended that the improvements will provide access to key services relating to health.</p>
		<p><b>Outcome 2: Adjustments to remove barriers</b> – <i>Action to remove the barriers identified in relation to equalities have been taken or actions identified to better promote equality</i></p>		
		<p><b>Outcome 3: Continue with proposal</b> - <i>Despite having identified some <u>potential</u> for adverse impact / missed opportunities in relation to equalities or to promote equality. Full justification required, especially in relation to equalities, in line with the duty to have ‘due regard’.</i></p>		
		<p><b>Outcome 4: Stop and rethink</b> – <i>EIA has identified actual or potential unlawful discrimination in relation to equalities or adverse impact has been identified</i></p>		