

Equality Impact Assessment- Screening

The purpose of an Equality Impact Assessment is to ensure the Council:

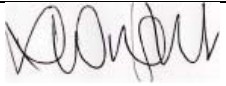
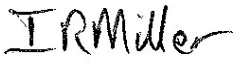
- does not discriminate in the way it provides services and employment
- fulfils its duties as set out by the Equality Act 2010
- where possible, it does all it can to promote equality and good relations between different groups

Name of service / policy / project being assessed	Depot 2020	Is this a new or existing service / policy / project?	New / Existing
Directorate	CWE/Resources		
Officers responsible for: a) Service / policy / project b) Completing EIA	a) Linda Draycott b) Lucy Wright		
Date	20 th November 2017 (updated May 2019)		
What is the purpose and expected outcomes?	Improvement and investment in the depot, Green Street site, to improve accommodation, infrastructure and operational sustainability. The project also includes the relocation of customer services/homelessness prevention services from the Town Hall to Green Street as part of planned efficiency savings.		
Will there be any affect on other council procedures or strategies e.g. Corporate Plan or the <u>council's workforce</u> ?	Staff at the Hub, and WFH (revenues and benefits) plus staff at the depot will be affected.		
Are there any statutory requirements or implications?	<p>The public sector equality duty (specific duty) requires the Council to consider how it can positively contribute to the advancement of equality and good relations, and demonstrate that it is paying 'due regard' in its decision making in the design of policies and in the delivery of services.</p> <p>The redevelopment of the Green Street site presents the opportunity to improve accessibility for people with disabilities and all publicly accessible areas will be compliant with the requirements of the Equality Act 2010. An equality impact assessment on the relocation of the customer service centre has been undertaken and demonstrates that these requirements will be met.</p>		

Are there any other organisations / bodies involved?	Green street tenants – Dial and Dial a ride CAB and CCP who hold surgeries at the customer service centre
Who are the main customer groups / stakeholders affected?	All customers who currently visit the Hub at the town hall in Kidderminster would be affected.
What information / statistics / evidence are you using?	Existing data showing the number of customers who visit the centre together with a survey undertaken capturing information on how customers travel to the Hub.

What impact does the service/policy/project have on the nine protected characteristics as defined by the Equality Act 2010 – for definitions, please see overleaf.

<p>1. Age</p>	<p>Neutral <u>Evidence:</u> The new location is 900m away from the current location and it has improved, free parking facilities. Customers will also have greater flexibility with regard to interacting with the council online or by phone rather than expecting them to have to visit the council in person.</p>
<p>2. Disability</p>	<p>Positive <u>Evidence:</u> The proposed new location has improved parking facilities including parking for disabled people on site (not available at present location) and the centre will be designed to ensure compliance with the Equality Act. Customers will have greater flexibility with regard to interacting with the council online or by phone rather than expecting them to have to visit the council in person which may be more difficult with a physical disability. The new location is 900m away from the current location.</p>
<p>3. Gender Reassignment</p>	<p>Neutral <u>Evidence:</u> The new location is 900m away from the current location and has improved free parking facilities. Customers will also have greater flexibility with regard to interacting with the council online or by phone rather than expecting them to have to visit the council in person.</p>
<p>4. Marriage and Civil Partnership</p>	<p>Neutral <u>Evidence:</u> The new location is 900m away from the current location and has improved free parking facilities. Customers will also have greater flexibility with regard to interacting with the council online or by phone rather than expecting them to have to visit the council in person.</p>
<p>5. Pregnancy and Maternity</p>	<p>Neutral <u>Evidence:</u> The new location is 900m away from the current location and has improved free parking facilities. Customers will also have greater flexibility with regard to interacting with the council online or by phone rather than expecting them to have to visit the council in person.</p>
<p>6. Race</p>	<p>Neutral <u>Evidence:</u> The new location is 900m away from the current location and has improved free parking facilities. Customers will also have greater flexibility with regard to interacting with the council online or by phone rather than expecting them to have to visit the council in person.</p>
<p>7. Religion or belief</p>	<p>Neutral <u>Evidence:</u> The new location is 900m away from the current location and has improved free parking facilities. Customers will also have greater flexibility with regard to interacting with the council online or by phone rather than expecting them to have to visit the council in person.</p>
<p>8. Sex</p>	<p>Neutral <u>Evidence:</u></p>

	The new location is 900m away from the current location and has improved free parking facilities.
9. Sexual orientation	Neutral <u>Evidence:</u> The new location is 900m away from the current location and has improved free parking facilities. Customers will also have greater flexibility with regard to interacting with the council online or by phone rather than expecting them to have to visit the council in person.
Other e.g. Deprivation, health inequalities, urban/rural divide, community safety.	A travel survey was undertaken of customers who visited the Hub and the results are as follows: 40% car 28% walk 23% bus 5% lift 4% taxi There is no direct discrimination against any of the nine protected characteristic groups as the proposed move impacts on all service users. With the improvements that are being made to self service capabilities, this will allow greater flexibility with regard to how customers transact with the Council. Customer volumes have reduced by 62% since 2013/13 and customers who attend usually have more complex needs and would benefit from greater privacy which is being incorporated in the new centre. Almost 30% of all in person contacts are for housing benefit which is being gradually withdrawn for working age claimants (although not entirely) with the implementation of Universal Credit. A detailed communication plan will be formulated to make as many people aware of the move in advance of the agreed move date.
Conclusion	Is a full assessment required? YES/ NO
Signed 	Date 20.11.2017
Agreed 	Date
A full EIA is required if the initial screening has identified the service / policy / project is going to have the potential to cause adverse impact or discriminate against different groups in the community or the council's workforce.	

Prior to the Equality Act 2010, there were 3 separate public sector equality duties covering race, disability and gender. The Equality Act 2010 replaced these with a new single equality duty covering the following protected characteristics:

Protected characteristics: definitions

Age - where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Disability - a person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Gender reassignment - The process of transitioning from one gender to another.

Marriage and civil partnership - marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.

Pregnancy and maternity - pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Race - It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Religion and belief - religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism).

Sex - a man or a woman.

Sexual orientation - whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.