

# Equality Impact Assessment Form



<b>Directorate: Leisure and Wellbeing</b>	<b>Service: Leisure</b>
<b>Completed by: S. Kent</b>	<b>Date: 27/1/17</b>
<b>Subject Title: Beacon Park Garage and Compound</b>	
<b>1. DESCRIPTION</b>	
Is a policy or strategy being produced or revised:	No* <i>*delete as appropriate</i>
Is a service being designed, redesigned or cutback:	No*
Is a commissioning plan or contract specification being developed:	No
Is a budget being set or funding allocated:	Yes
Is a programme or project being planned:	Yes
Are recommendations being presented to senior managers and/or Councillors:	Yes
Does the activity contribute to meeting our duties under the Equality Act 2010 and Public Sector Equality Duty ( <b>Eliminating unlawful discrimination/harassment, advancing equality of opportunity, fostering good relations</b> ):	No
Details of the matter under consideration:	Capital allocation for alterations/improvements to the garage and compound at Beacon Country Park to make the facility more secure and to allow for more secure storage in the surrounding compound.
<p><i>If you answered <b>Yes</b> to any of the above <b>go straight to Section 3</b></i>  <i>If you answered <b>No</b> to all the above <b>please complete Section 2</b></i></p>	
<b>2. RELEVANCE</b>	
Does the work being carried out impact on service users, staff or Councillors (stakeholders):	<i>*delete as appropriate</i>
If <b>Yes</b> , provide details of how this impacts on service users, staff or Councillors (stakeholders): <i>If you answered <b>Yes</b> go to <b>Section 3</b></i>	
If you answered <b>No</b> to both Sections 1 and 2 provide details of why there is no impact on these three groups: <i>You do not need to complete the rest of this form.</i>	
<b>3. EVIDENCE COLLECTION</b>	
Who does the work being carried out impact on, i.e. who is/are the stakeholder(s)?	WLBC staff and property
If the work being carried out relates to a universal service, who needs or uses it most? (Is there any particular group affected more than others)?	WLBC staff and property.

Which of the protected characteristics are most relevant to the work being carried out?  Age Gender Disability Race and Culture Sexual Orientation Religion or Belief Gender Reassignment Marriage and Civil Partnership Pregnancy and Maternity	<i>*delete as appropriate</i>  No No* Yes No* No* No* No* No* No*
<b>4. DATA ANALYSIS</b>	
In relation to the work being carried out, and the service/function in question, who is actually or currently using the service and why?	WLBC staff, for storage of vehicles and equipment used to maintain parks and open spaces
What will the impact of the work being carried out be on usage/the stakeholders?	More security for all tools and equipment, plus safer working environment for staff
What are people's views about the services? Are some customers more satisfied than others, and if so what are the reasons? Can these be affected by the proposals?	Beacon Park is a green flag status site for its quality management and maintenance. This improvements will help to maintain these standards of management.
What sources of data including consultation results have you used to analyse the impact of the work being carried out on users/stakeholders with protected characteristics?	Proposals correlate to a risk assessment and recommendations put forward by Zurich Insurance, following a break-in and significant theft from the facility.
If any further data/consultation is needed and is to be gathered, please specify:	None
<b>5. IMPACT OF DECISIONS</b>	
In what way will the changes impact on people with particular protected characteristics (either positively or negatively or in terms of disproportionate impact)?	Works will provide a more secure and safe environment for staff and volunteers to work. Volunteers can include those with physical and mental impairments.
<b>6. CONSIDERING THE IMPACT</b>	
If there is a negative impact what action can be taken to mitigate it? (If it is not possible or desirable to take actions to reduce the impact, explain why this is the case (e.g. legislative or financial drivers etc.).	No negative impacts
What actions do you plan to take to address any other issues above?	None  <i>If no actions are planned state no actions</i>
<b>7. MONITORING AND REVIEWING</b>	
When will this assessment be reviewed and who will review it?	January 2018 S. Kent