

Winchester City Council

Equality Impact Assessment Template (EqIA)

Section 1 - Data Checklist

When undertaking an EqIA for your policy or project, it is important that you take into consideration everything which is associated with the policy or project that is being assessed.

The checklist below is to help you sense check your policy or project before you move to Section 2.

		Yes/No	Please provide details
1	Have there been any complaints data related to the policy or project you are looking to implement?	No	Complaints have been received in relation to the current level of service for public conveniences.
2	Have all officers who will be responsible for implementing the policy or project been consulted, and given the opportunity to raise concerns about the way the policy or function has or will be implemented?	YES	All officers at WCC involved in the project and those in our partner organisations have been consulted and provided with opportunities to raise concerns
3	Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?	NO	
4	Do you have any concerns regarding the implementation of this policy or project? <i>(i.e. Have you completed a self-assessment and action plan for the implementation of your policy or project?)</i>	NO	
5	Does any accessible data regarding the area which your work will address identify any areas of concern or potential problems which may impact	NO	

		Yes/No	Please provide details
	on your policy or project?		
6	Do you have any past experience delivering similar policies or projects which may inform the implementation of your scheme from an equality impact point of view?	Yes	The Project Sponsor and Project Lead have relevant experience.
7	Are there any other issues that you think will be relevant?	NO	

Section 2 - Your EqIA form

Directorate: Place	Your Service Area: Programme – Place	Team: Environmental Services	Officer responsible for this assessment: Lydia Mawdsley	Date of assessment: 16/05/2023
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	Question	Please provide details
1	What is the name of the policy or project that is being assessed?	Public Conveniences Strategy
2	Is this a new or existing policy?	New policy
3	Briefly describe the aim and purpose of this work.	To agree a Strategy for Public conveniences covering refurbishments and improvements to public conveniences, providing some additional facilities, cleaning, maintenance and ownership.
4	What are the associated objectives of this work?	To improve public conveniences across the District in terms of better, more accessible, energy efficient, and more robust facilities which are less susceptible to anti-social behaviour and vandalism, easier to maintain/ clean. To invest in the infrastructure and the facilities and then continue to improve the maintenance and cleaning regimes to drive visitor growth and economic development, by providing safe, clean, accessible facilities which we can be proud of and which match the overall tourism offer which the District is renowned for.
5	Who is intended to benefit from this work and in what way?	By investing in Pride in Place through improving and enhancing the public conveniences, issues such as vandalism and anti-social behaviour will be reduced as the facilities will be more durable and easier to clean and maintain for all users.

6	What are the outcomes sought from this work?	<ul style="list-style-type: none"> • Improved public conveniences. • Improved cleaning and maintenance • Improved access to changing places and/or disabled facilities • Reduced Anti-Social behaviour
7	What factors/forces could contribute or detract from the outcomes?	Continued anti-social behaviour
8	Who are the key individuals and organisations responsible for the implementation of this work?	Project Team – Simon Hende (Sponsor), Andy Hickman (Lead), Lydia Mawdsley (Project Manager) Campbell Williams (senior service user)
9	Who implements the policy or project and who or what is responsible for it?	Andy Hickman – Head of Programme (place)

		Please select your answer in bold . Please provide detail here.		
10a	Could the policy or project have the potential to affect individuals or communities on the basis of race differently in a negative way?	Y	N	
10b	What existing evidence (either presumed or otherwise) do you have for this?			
11a	Could the policy or project have the potential to affect individuals or communities on the basis of sex differently in a negative way?	Y	N	<ul style="list-style-type: none"> • No – in addition to having no negative impacts, WCC have also introduced sanitary bins in male, female, and accessible toilets,
11b	What existing evidence (either presumed or otherwise) do you have for this?			
12a	Could the policy or project have the potential to affect			<ul style="list-style-type: none"> • No – in addition to having no negative

	<p>individuals or communities on the basis of disability differently in a negative way?</p> <p><i>you may wish to consider:</i></p> <ul style="list-style-type: none"> • <i>Physical access</i> • <i>Format of information</i> • <i>Time of interview or consultation event</i> • <i>Personal assistance</i> • <i>Interpreter</i> • <i>Induction loop system</i> • <i>Independent living equipment</i> • <i>Content of interview)</i> 	Y	N	impacts, the strategy will see improvements to accessibility features.
12b	What existing evidence (either presumed or otherwise) do you have for this?			
13a	Could the policy or project have the potential to affect individuals or communities on the basis of sexual orientation differently in a negative way?	Y	N	
13b	What existing evidence (either presumed or otherwise) do you have for this?			
14a	Could the policy or project have the potential to affect individuals on the basis of age differently in a negative way?	Y	N	
14b	What existing evidence (either presumed or otherwise) do you have for this?			
15a	Could the policy or project have the potential to affect individuals or communities on the basis of religious belief differently in a negative way?	Y	N	
15b	What existing evidence (either presumed or otherwise) do you have for this?			
16a	Could this policy or project have the potential to affect individuals on the basis of gender reassignment differently in	Y	N	<ul style="list-style-type: none"> • No – in addition to having no negative impacts, WCC have also introduced

	a negative way?			sanitary bins in male, female, and accessible toilets.
16b	What existing evidence (either presumed or otherwise) do you have for this?			
17a	Could this policy or project have the potential to affect individuals on the basis of marriage and civil partnership differently in a negative way?	Y	N	
17b	What existing evidence (either presumed or otherwise) do you have for this?			
18a	Could this policy or project have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way?	Y	N	
18b	What existing evidence (either presumed or otherwise) do you have for this?			
19	Could any negative impacts that you identified in questions 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics?	Y	N	NA
20	Can this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected characteristic.	Y	N	Race: NA Sex: NA Disability: NA Sexual orientation: NA Age: NA Gender reassignment: NA Pregnancy and maternity: NA Marriage and civil partnership: NA Religious belief: NA
21	How will you mitigate any potential discrimination that may be brought about by your policy or project that you have identified above?	NA		

22	Do any negative impacts that you have identified above impact on your service plan?	Y	N	
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Signed by completing officer	L.Mawdsley
Signed by Service Lead or Corporate Head of Service	Andy Hickman