

## The “Equality Initial Challenge”

Name: <b>Rob O’Dwyer</b> Service area: <b>Property Services &amp; Facilities Management</b> Date completed: <b>31/08/15</b>		Please give a <b>brief description</b> of what you are aiming to do. <b>Future provision of public conveniences in Monmouthshire</b>	
Protected characteristic	Potential <b>Negative</b> impact Please give details	Potential <b>Neutral</b> impact Please give details	Potential <b>Positive</b> Impact Please give details
Age		X	
Disability		X	
Marriage + Civil Partnership		X	
Pregnancy and maternity		X	
Race		X	
Religion or Belief		X	
Sex (was Gender)		X	
Sexual Orientation		X	
Transgender		X	
Welsh Language		X	

Please give details about any potential <b>negative Impacts</b> .	How do you propose to <b>MITIGATE</b> these <b>negative impacts</b>
➤ <i>Closure of facilities could limit the availability of fit for purpose public conveniences for all residents and visitors in Monmouthshire</i>	➤ <i>Ensure that all possible options are fully considered in collaboration with all community groups</i>
➤ <i>Na</i>	➤ <i>NA</i>
➤ <i>NA</i>	➤ <i>NA</i>
➤ <i>NA</i>	➤ <i>NA</i>

Signed – *R M O'Dwyer*

Designation **Head of Property Services & Facilities Management**

Dated – **31/08/2015**

## EQUALITY IMPACT ASSESSMENT FORM

<b>What are you impact assessing</b>	<b>Service area</b>
Future provision of public conveniences in Monmouthshire	Property Services and Facilities Management
<b>Policy author / service lead</b>	<b>Name of assessor and date</b>
Head of Property Services and Facilities Management	Rob O'Dwyer – 31/08/2015

### 1. What are you proposing to do?

We are proposing to: -

- To discuss options for potential retention, transfer or closure of public conveniences currently managed and funded by Monmouthshire County Council.

2. Are your proposals going to affect any people or groups of people with protected characteristics in a **negative** way? If **YES** please tick appropriate boxes below.

Age		Race	
Disability		Religion or Belief	
Gender reassignment		Sex	
Marriage or civil partnership		Sexual Orientation	
Pregnancy and maternity		Welsh Language	

3. Please give details of the negative impact

NA
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4. Did you take any actions to mitigate your proposal? Please give details below including any consultation or engagement.

NA
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5. Please list the data that has been used to develop this proposal? eg Household survey data, Welsh Govt data, ONS data, MCC service user data, Staff personnel data etc..

NA

Signed *R M O'Dwyer* ..... Designation – Head of Property Services and Facilities Management...Dated – 31/08/2015

**Appendix A**

**The “Sustainability Challenge”**

<b>Name of the Officer</b> completing “the Sustainability challenge”  <b>Rob O’Dwyer</b>		Please give a <b>brief description</b> of the <b>aims</b> proposed policy or service reconfiguration  To ensure that Monmouthshire residents and visitors have use of fit for purpose public conveniences whilst ensuring that this service is delivered within the constraints of the authorities Medium Term Financial Plan	
<b>Name</b> of the Division or service area  Property Services & Facilities Management		<b>Date</b> “Challenge” form completed  31/08/2015	
Aspect of sustainability affected	<b>Negative impact</b>  Please give details	Neutral impact  Please give details	<b>Positive Impact</b>  Please give details
<b>PEOPLE</b>		X	
Ensure that more people have access to healthy food		X	
Improve housing quality and provision		X	
Reduce ill health and improve healthcare		X	

provision			
Promote independence		X	
Encourage community participation/action and voluntary work		X	
Targets socially excluded		X	
Help reduce crime and fear of crime		X	
Improve access to education and training		X	
Have a positive impact on people and places in other countries		X	
<b>PLANET</b>		X	
Reduce, reuse and recycle waste and water		X	
Reduce carbon dioxide emissions		X	
Prevent or reduce pollution of the air, land and water		X	
Protect or enhance wildlife habitats (e.g. trees, hedgerows, open spaces)		X	
Protect or enhance visual		X	

appearance of environment			
<b>PROFIT</b>			
Protect local shops and services		X	
Link local production with local consumption		X	
Improve environmental awareness of local businesses		X	
Increase employment for local people		X	
Preserve and enhance local identity and culture		X	
Consider ethical purchasing issues, such as Fairtrade, sustainable timber (FSC logo) etc		X	
Increase and improve access to leisure, recreation or cultural facilities		X	

What are the potential negative Impacts	Ideas as to how we can look to <b>MITIGATE</b> the <b>negative impacts</b> (include any reasonable adjustments)
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➤ Closure of MCC managed facilities could reduce public access to appropriate public conveniences	➤ Ensure that appropriate discussions are initiated with all community groups to find suitable alternative provision
➤ NA	➤
➤ NA	➤
➤ NA	➤

## The next steps

- If you have assessed the proposal/s as having a **positive impact please give full details** below

NA

- If you have assessed the proposal/s as having a **Negative Impact** could you please provide us with details of what you propose to do to mitigate the negative impact:

NA

**Signed R M O'Dwyer**

**Dated 19/05/2015**