

The “Equality Initial Challenge”

Name: Rob O’Dwyer Service area: Property Services & Facilities Management Date completed: 31/08/15		Please give a brief description of what you are aiming to do. Future provision of public conveniences in Monmouthshire	
Protected characteristic	Potential Negative impact Please give details	Potential Neutral impact Please give details	Potential Positive 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 negative Impacts .	How do you propose to MITIGATE these negative impacts
➤ <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

What are you impact assessing	Service area
Future provision of public conveniences in Monmouthshire	Property Services and Facilities Management
Policy author / service lead	Name of assessor and date
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

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

NA

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”

Name of the Officer completing “the Sustainability challenge” Rob O’Dwyer		Please give a brief description of the aims 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	
Name of the Division or service area Property Services & Facilities Management		Date “Challenge” form completed 31/08/2015	
Aspect of sustainability affected	Negative impact Please give details	Neutral impact Please give details	Positive Impact Please give details
PEOPLE		X	
Ensure that more people have access to healthy food		X	
Improve housing quality and provision		X	

Reduce ill health and improve healthcare provision		X	
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	
PLANET		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 appearance of environment		X	
PROFIT			
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 MITIGATE the negative impacts (include any reasonable adjustments)
➤ <i>Closure of MCC managed facilities could reduce public access to appropriate public conveniences</i>	➤ 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

