

MID SUSSEX DISTRICT COUNCIL

Equality Impact Assessment

Title of Policy/Service/Contract: Provision and Management of Public Toilets

Division: Leisure and Sustainability

Lead Officer: David Harper / Stuart Brown

**Date Assessment completed:
October 2012**

1. SCOPING

1.1 What are the aims of the policy, service/service change or contract?

1. To provide town centre public toilets (with supportive facilities in the key town centre parks) for the three main towns in Mid Sussex, through the Better Mid Sussex Scheme.
2. To divest the Council of rural public toilet facilities to Parish Councils with funding so to enable the Councils to upgrade those facilities.
3. To develop new high quality facilities as part of the Better Mid Sussex town regeneration schemes and to encourage these facilities to be provided by the private sector.
4. To upgrade the remaining toilets by making reasonable adjustments so as to improve disabled access and to provide parent friendly toilet facilities.

1.2 Who does the service/policy/contract affect? Who are the main customers (internal or external)?

The policy will affect all Mid Sussex residents, businesses and visitors that wish to make use of these welfare facilities.

1.3 What equality information is available, including any evidence from engagement and analysis of use of services?

Report of consultation on the Council's Equality Objectives and services carried out in January 2012 and the Mid Sussex Equalities Profile.

On-going dialogue with representatives of the East Grinstead Access Group, over toilet provision at Kings Street, East Grinstead and the launch of the Community Toilet scheme across Mid Sussex.

1.4 What does this information tell us about the equality issues associated with the service and implications for the protected groups?

The consultation report outlined the concerns of disabled people about the need for accessible public toilets.

1.5 Are contractors or partnerships used to deliver the service? Y/N

If No go to section 2.

If yes, please refer to the guidance notes, particularly Appendix One of the MSDC Guidance "Integrating Equality and Diversity into Procurement", and complete the next three questions.

Identify the contractors/partnerships used to deliver the service.

Monitor Cleaning Services Ltd took over the service from previous contractors ISS on 10th August 2009. This contract is being retendered jointly with Crawley and Horsham Councils, with the new contract starting from April 2013. It is being procured in accordance with our procurement guidelines, and subject to an equalities assessment.

What is their contribution to equality in service delivery and the promotion of equality?

They should all be aware of all the equality issues that may arise through their work and activities and should be actively encouraging and promoting equality in their service delivery.

How are equality issues addressed through contractual arrangements and service level agreements?

During contract renewal and re-tendering there is an opportunity to ask for all company policies regarding equality to ensure they are following relevant legislation and Council policies. During the contract it is possible to check on these policies through the regular contract meetings held and periodic audits. Furthermore standard Contract clauses cover this aspect within the terms of the contracts.

2. Assessment of Impact; Analysis and Action Planning

Any gaps in information or provision, opportunities to promote equalities and good relations identified above need to be translated into SMART actions and recorded here. These actions need to be delivered and monitored through the service planning process.

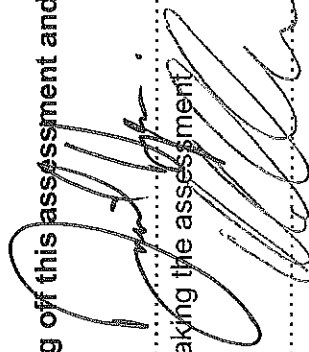
Opportunity to promote equality, good relations and/or address barriers to service/differential impact	Current action taken to address these	Further actions required and timescales	Lead Officer	How will impact be measured
<p>The needs of different ethnic groups including white minorities, but also established white communities</p> <p>All information signage is currently in English which could be a barrier to some users</p>	<p>None as yet, as no requests received for signage to include information in other languages.</p>	<p>Majority of information is available on-line. Website includes online translation service. Possible use of QR codes for people with smartphones to link to webpage for translation. To be considered by April 2013</p>	DH/SB	Number of requests for assistance regarding information
<p>The needs of men and women. Including taking account of pregnancy and maternity.</p> <p>Unisex baby change facilities are only present in a small number of new facilities</p>	<p>Programme of Repair & Renewal work to be undertaken to address this issues whilst other DDA works are being undertaken. New facilities have been provided at Martlets & Cuckfield Rec and Kings Street. Longer term provision to address this incorporated as standard. New sanitary disposal units are now located in toilets under recent contracts.</p>	<p>Further work is planned Victoria Park, Haywards Heath and the provision of baby change will be incorporated into any design going forward. Design brief for new toilet provision to meet the British Toilet Association recommendations, and to include parent & toddler rooms as a client requirement from now on if possible.</p>	DH/SB	Feedback from users of our facilities
<p>The needs of disabled people</p> <p>DDA surveys revealed many of the older buildings required major renovation and change to provide such facilities.</p>	<p>Programme of reserve funded improvements to bring the retained buildings to a reasonable state of compliance including ramped access and handrails fitted. RADAR keys issued free of charge (to the public who are registered as disabled) MSDC publishes a list of all disabled toilets in relevant guides, and on the Council's website.</p>	<p>Existing programme of work will continue into 2012 / 2013 with the proposals for Victoria Park, Haywards Heath To recruit more members for the Community Toilet Scheme to provide more available facilities.</p>	DH/SB	<p>Feedback from users of our facilities. More member recruited for Community Toilet Scheme</p>

3. Mid Sussex District Council Equality Impact Assessment Summary

Key Findings	Future Actions
<ul style="list-style-type: none"> • Information signage is currently in English which could be a barrier to some users • Unisex baby change facilities are only present in a small number of new facilities • DDA surveys revealed many of the older buildings required major renovation and change to provide such facilities. • Possible introduction of charged admission in new build facilities in the future • Cleaning contract for public conveniences is being retendered, with new contract due to commence from April 2013. 	<ul style="list-style-type: none"> • Possible use of QR codes for people with smartphones to link to webpage for translation • Design brief for new toilet provision to meet the British Toilet Association recommendations, and to separate unisex baby changing rooms. • Existing programme of work will continue into 2012 / 2013 with the proposals for Victoria Park, Haywards Heath. To recruit more members for the Community Toilet Scheme to provide more available facilities. • Should the introduction of charges be formally considered, the Council would include in any recommendations a mechanism for the review of charges. • The tender process will include an equalities assessment of potential contractors.

4. Signing off this assessment and action plan

Signature
 Person undertaking the assessment



Date ...4th December 2012.....

Signature
 Head of Service

Date 4th December 2012.....

Please send your completed impact assessment to Neal Barton for publication on the website.