



Form to be used for the Initial Impact Assessment

Service Area: City Services	Section: City Works	Key person responsible for the assessment: Phil Dunsdon	Date of Assessment: September 2009	
Is this assessment in the Corporate Equality Impact assessment Timetable for 2008-11?			Yes	No
Name of the Policy/Service to be assessed: Review of Public Conveniences			Is this a new or existing policy	New
1. Briefly describe the aims, objectives and purpose of the policy		<p>Oxford City Council currently has 26 public toilets and has carried out a public consultation exercise to seek feedback on these facilities.</p> <p>Oxford City Council is aware that some of its current toilet facilities are not compliant with the Disability Discrimination Act and therefore need refurbishment.</p>		

2. Are there any associated objectives of the policy, please explain	Supporting Oxford City Council vision to be a World Class City. Supporting the delivery of Oxford City Council's key strategic priorities.		
3. Who is intended to benefit from the policy and in what way	The users of all the toilet facilities.		
4. What outcomes are wanted from this policy? From the consultation feedback it is apparent that residents in Oxford feel that the public toilet facilities do not benefit Oxford's status as a prime tourist destination and world-class university city. Comprehensive consultation has been undertaken and a response is in the CEB report – 14 th October 2009. The recommendations from the report are listed below;			
<ul style="list-style-type: none"> • To approve closure of specific toilet facilities in Oxford and the cost of their decommissioning • To agree to the resale of some of the decommissioned sites and that any revenue from their sale could be ringfenced for refurbishing Gloucester Green • To approve implementation of a Community Toilet Scheme over the whole of Oxford, subject to review • To agree in principle to the redevelopment of Gloucester Green toilets to a standard which reflects Oxford's status as a world-class city 			
5. What factors/forces could contribute/detract from the outcomes?	Budget not approved for the refurbishment Issues of accessibility of public toilets and public perception Non-compliance with the requirements of the Disability Discrimination Act (DDA)		
6. Who are the key people in relation to the policy?	Users of the facilities Members and Officers Local Businesses	7. Who implements the policy and who is responsible for the policy?	City Works

8 Could the policy have a differential impact on racial groups?	Y	N	
What existing evidence (either presumed or otherwise) do you have for this?	There was no mention in the consultation process of any issues around racial groups. There are no complaints recorded.		
9. Could the policy have a differential impact due to gender?	Y	N	
What existing evidence (either presumed or otherwise) do you have for this?	The consultation feedback highlighted that people wanted equal amounts of toilets to be provided.		
10. Could the policy have a differential impact due to disability	Y	N	
What existing evidence (either presumed or otherwise) do you have for this?	<p>Some of the toilets are not compliant with the DDA.</p> <p>The consultation feedback highlighted that there was a perception that older people and those with health problems could face discrimination, as they are more likely to have a need for public toilets. They also needed the toilets to be accessible, i.e. Street level with no steps.</p> <p>Feedback from Age Concern stated that Oxford City Council needed to ensure that it met the needs of older people and criticised the consultation approach.</p> <p>Positive impacts could be;</p> <ul style="list-style-type: none"> • the proposed redevelopment of Gloucester Green. This redevelopment will also include a changing place cubicle for people with complex needs. Disabled facilities would remain free to RADAR key holders at all times, and 20p would be charged for the remaining cubicles • the success implementation of the Community Toilet Scheme. 		

11. Could the policy have a differential impact on people due to sexual orientation?	Y	N	
What existing evidence (either presumed or otherwise) do you have for this?	There was no mention in the consultation process of any issues around 'sexual orientation' There are no complaints recorded.		
12. Could the policy have a differential impact on people due to their age	Y	N	
What existing evidence (either presumed or otherwise) do you have for this?	The consultation feedback highlighted that children need to use toilets in public spaces and that more baby-changing facilities were needed. A strong theme that also ran through the consultation feedback was the need for older people to use public facilities more frequently.		
13. Could the policy have a differential impact on people due to their religious belief?	Y	N	
What existing evidence (either presumed or otherwise) do you have for this?	There was no mention in the consultation process of any issues around racial group There are no complaints recorded		
14. Could the negative impact identified in 8-13 create the potential for the policy to discriminate against certain groups?	Y	N	<p>Please explain</p> <p>There are issues of accessibility of toilet facilities to those who have a higher need;</p> <ul style="list-style-type: none"> • young users and parents with children • Older people • People with disabilities

15. Can this negative impact be justified on the grounds of promoting equality of opportunity for one group? Or any other reason	Y	N	Please explain for each equality heading (question 8-13) on a separate piece of paper				
16. Should the policy proceed to a partial impact assessment	Y	N	If Yes, is there enough evidence to proceed to a full EIA		Y	N	
			Date on which Partial or Full impact assessment to be completed by				
17. Are there implications for the Service Plans?	YES	NO	18. Date the Service Plan will be updated		19. Date copy sent to Equalities Officer in Policy, Performance and Communication		
20. Date reported to Equalities Board:			21. Date to Scrutiny and EB		22. Date published		

Signed (completing officer) _____

Signed (Lead Officer) _____

Please list the team members and service areas that were involved in this process: