

Appendix 3

Initial Equalities Impact Assessment screening form

Prior to making the decision, the Council's decision makers considered the following: guide to decision making under the Equality Act 2010:

*The Council is a public authority. All public authorities when exercising public functions must comply with the Equality Act 2010 which became law in December 2011. In making any decisions and proposals, the Council - specifically members and officers - are required to have **due regard** to the **9** protected characteristics defined under the Act. These protected characteristics are: **age, disability, race, gender reassignment, pregnancy and maternity, religion or belief, sex, sexual orientation and marriage & civil partnership***

The decision maker(s) must specifically consider those protected by the above characteristics:

- (a) To seek to ensure equality of treatment towards service users and employees;*
- (b) To identify the potential impact of the proposal or decision upon them.*

The Council will also ask that officers specifically consider whether:

- (A) The policy, strategy or spending decisions could have an impact on safeguarding and / or the welfare of children and vulnerable adults*
- (B) The proposed policy / service is likely to have any significant impact on mental wellbeing / community resilience (staff or residents)*

When considering 'due regard', decision makers must consider the following principles:

- 1. The decision maker is responsible for identifying whether there is an issue and discharging it.*
- 2. The duties arise before the decision or proposal is made and are ongoing.*
- 3. The decision maker must be aware of the needs of the duty.*
- 4. The impact of the proposal or decision must be properly understood first.*
- 5. What does 'due regard' entail?*
 - a. Collection and consideration of data and information;*
 - b. Ensuring data is sufficient to assess the decision/any potential discrimination/ensure equality of opportunity;*
 - c. Proper appreciation of the extent, nature and duration of the proposal or decision.*
- 6. Responsibility for discharging the duty cannot be delegated or sub-contracted*

1. Within the aims and objectives of the policy or strategy which group (s) of people has been identified as being potentially disadvantaged by your proposals? What are the equality impacts?

Disabled users, Visually impaired users and Neurodiverse users.

2. In brief, what changes are you planning to make to your current or proposed new or changed policy, strategy, procedure, project or service to minimise or eliminate the adverse equality impacts?

Please provide further details of the proposed actions, timetable for making the changes and the person(s) responsible for making the changes on the resultant action plan

The Oxpens car park adjacent to the Oxford Ice Rink (OIR) is currently used by visitors to the OIR.

The proposals are to redevelop the surface car park as part of the OxWED scheme, currently at pre-application stage, planning application is due for submission this year.

The EQIA is reviewing the provision of operational parking for staff and patrons with accessibility issues (i.e. those less mobile, wheelchair users, with particular special/ educational need, etc.), people with heavy equipment. Maintaining the ease and ability to drop-off/collect and park is a high priority.

Feedback from OIR users and key stakeholders demonstrates a need for approximately 25 car parking spaces, including 3 disabled spaces close to the entrance, and a safe drop off provision. Some form of clear marking for partially sighted users will also need to be incorporated as well as locations for guide dogs to be rested and watered.

The car park is not due to close in the near future, but design input is required in Q3/4 of 2022.

The Project Manager will be Steve Weitzel.

3. Please provide details of whom you will consult on the proposed changes and if you do not plan to consult, please provide the rationale behind that decision.

Please note that you are required to involve disabled people in decisions that impact on them.

Feedback from OIR users and key stakeholders has been received and feedback will be given and recommendations acted on. We intend to continue to liaise with them as the design progresses.

We will also share this project design and development with the Inclusive Transport and Movement group & Equalities Officer at the appropriate milestones.

4. Can the adverse impacts you identified during the initial screening be justified without making any adjustments to the existing or new policy, strategy, procedure, project or service?

Please set out the basis on which you justify making no adjustments.

No adverse impacts have been identified as the design of the new car parking will bring disabled parking spaces closer to the entrance and allow for design enhancements for visually impaired users.

The benefits of this scheme outweigh any potential or reviewed disadvantages and this scheme can be recommended in the light of this EQIA. The financial impact of any changes are all part of the economic planning and no additional monies need to be allocated towards equality mitigation measures.

5. You are legally required to monitor and review the proposed changes after implementation to check they work as planned and to screen for unexpected equality impacts.

Please provide details of how you will monitor/evaluate or review your proposals and when the review will take place

The impact of the changes will be monitored as part of our routine monitoring and governance arrangements and the EQIA updated at key milestone points.

Lead officer responsible for signing off the EqIA: Steve Weitzel

Role: Leisure and Regeneration Manager

Date: 20/07/2022