

# Equality Impact Assessment

## Basic



This basic impact assessment is an initial screening process to help identify if a full Equality Impact Assessment is required and, if it isn't, to record the reasons why.

It considers positive, negative or no impact on each of the 9 protected characteristics in relation to addressing the 3 aims of the Equality Duty that we as a public body must give due regard to;

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Directorate

Environment, Leisure and Heritage

Service

Food, Health and Safety and Licensing

Title of policy, strategy, project or service

Provision of Sanitary Accommodation in Food Premises

Is the policy, strategy, project or service;

Existing

New/proposed

Changed/Reviewed

Q 1. Aim of the policy, strategy, project or service

To seek approval of a policy for the provision of sanitary accommodation in food premises, such as cafes, restaurants and takeaway/retail food premises, offering food and/or drink to members of the public where seating is provided for consumption at the premises. Adoption of this policy will enable the Council to apply reasonable standards of provision in a transparent and consistent manner.

Q 2. Who is this policy, strategy, project or service going to benefit or have a detrimental impact on & how?

It will benefit customers using food premises as sanitary facilities will be provided in sufficient numbers in premises offering customer seating. Customers with a faith which does not permit sharing facilities with the opposite sex may be compromised in very small premises where only one unisex toilet needs to be provided. However the introduction of the policy does not worsen the current situation.

**Q3. Is this policy, strategy, project or service aimed at one of the protected characteristics?  
If so, what justification is there for this?**

The policy is not aimed at any of the protected characteristics, however particular provision is detailed for disabled customers.

**Q 4. Thinking about each of the protected characteristics does or could the policy, strategy, project or service have a negative or positive impact?**

Group	Negative	Positive/ No Impact	Unclear
Age		X	
Disability		X	
Gender reassignment		X	
Marriage & civil partnership (only in respect of eliminating unlawful discrimination).		X	
Pregnancy & maternity		X	
Race		X	
Religion or belief			X
Sex		X	
Sexual orientation		X	

**If the answer for any group is 'negative' or 'unclear' do a full EIA**

**Q5. Thinking about each of the protected characteristics does or could the policy, strategy, project or service help to support the 3 aims of the Equality Duty?**

Group	Yes	No	Unclear
Age	X		
Disability	X		
Gender reassignment		X	
Marriage & civil partnership (only in respect of eliminating unlawful discrimination).		X	
Pregnancy & maternity	X		
Race		X	
Religion or belief		X	
Sex		X	
Sexual orientation		X	

**If the answer for any group is 'no' do a full EIA**

**Q 6. What evidence has been used (e.g. data, feedback, consultation & engagement, surveys) that may influence the policy, strategy, project or service?**

Group	Evidence
Age	none
Disability	none
Gender reassignment	none
Pregnancy & maternity	none
Race	none
Religion or belief	none
Sex	none
Sexual orientation	none

**Q 7. Using the responses to questions 4 & 5 should a full EIA be carried out on this policy, strategy, project or service?**

Yes  No

**Provide your reasons for your response showing how you have considered due regard**

It would require a disproportionate adjustment to require very small food businesses offering seating to less than 20 customers to provide more than one (unisex) customer toilet. This toilet must be an enlarged wheelchair accessible toilet. To require separate sex toilets in these small premises would result in the loss of floor area to the detriment of their business. As such it is not felt reasonable to require this.

**Completed by (Print name):**

Lisa Le Besque

**Signature :**

**Approved by Head of Service (print name):**

Lee Crabb

**Signature :**



**Date:**

12 March 2019

