

# Equality Impact Assessment

## Full



Directorate

Service

Title of policy, strategy, project or service

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 in a transparent and consistent manner.

Q 2. Give details of existing information, data and consultations you have used to consider the impact this policy, strategy, project or service is likely to have on the protected characteristic

No consultation has been carried out but the policy is considered to benefit those who are protected by age, disability or pregnancy in improving access to sanitary accommodation. Those who are unable to use shared facilities (due to religious beliefs) will have greater access to toilets in larger food premises, but provision will be a minimum of one unisex toilet in very small premises.

Q3. If there are gaps in this information, data and consultations how will you address this?  
E.g. if you are planning to carry out a consultation tell us who you will consult with and when.

No consultation is planned. It is impractical to require a toilet for each sex in very small food premises.

**Q 4. Thinking about each of the protected characteristics what Impact does or could the policy, strategy, project or service have on each? How will you address this?**

<b>Group</b>	<b>Impact (positive or negative)</b>	<b>Proposed action (including by whom, by when)</b>
Age	<b>Positive</b>	
Disability	<b>Positive</b>	
Gender reassignment	<b>None</b>	
Marriage & civil partnership (only in respect of eliminating unlawful discrimination).	<b>None</b>	
Pregnancy & maternity	<b>Positive</b>	
Race	<b>None</b>	
Religion or belief	<b>None</b>	<b>There may be some customers who are unable to use the same toilet as members of the opposite sex on religious beliefs. In some smaller premises the policy may require only one unisex toilet. This maintains the status quo.</b>
Sex	<b>None</b>	

Sexual orientation	<b>None</b>	
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**Completed by (Print name):**

**Signature :**

Lisa Le Besque

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

**Signature :**

Lee Crabb

**Date:**

12<sup>th</sup> March 2015

