

Equality Analysis

Birmingham City Council Analysis Report

EA Name	Waste Depot Modernisation Phase 1 (Lifford Lane And Perry Barr)
Directorate	Place
Service Area	Fleet & Waste Management
Type	New/Proposed Function
EA Summary	The proposal is to make substantial improvements to the working environment for two of the biggest decentralised workplaces in the City. The biggest improvements will be for staff welfare and office accommodation, but some longstanding structural and health and safety issues will also be addressed, including safe public access to the two Household Recycling Centres (HRCs).
Reference Number	EA001282
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Task Group Member	
Date Approved	2016-04-18 01:00:00 +0100
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Introduction

The report records the information that has been submitted for this equality analysis in the following format.

Overall Purpose

This section identifies the purpose of the Policy and which types of individual it affects. It also identifies which equality strands are affected by either a positive or negative differential impact.

Relevant Protected Characteristics

For each of the identified relevant protected characteristics there are three sections which will have been completed.

- Impact
- Consultation
- Additional Work

If the assessment has raised any issues to be addressed there will also be an action planning section.

The following pages record the answers to the assessment questions with optional comments included by the assessor to clarify or explain any of the answers given or relevant issues.

1 Activity Type

The activity has been identified as a New/Proposed Function.

2 Overall Purpose

2.1 What the Activity is for

What is the purpose of this Function and expected outcomes?	To address deficiencies in the current level of accommodation. Specifically:- 1. To reduce Health and Safety concerns. 2. To ensure suitable toilet facilities and female accommodation for changing. 3. Satisfactory office accommodation.
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For each strategy, please decide whether it is going to be significantly aided by the Function.

Public Service Excellence	Yes
A Fair City	Yes
A Prosperous City	Yes
A Democratic City	Yes

2.2 Individuals affected by the policy

Will the policy have an impact on service users/stakeholders?	Yes
<u>Comment</u> A number of structural defects will be addressed, along with some health and safety concerns, including safe public access to the two Household Recycling Centres.	
Will the policy have an impact on employees?	Yes
<u>Comment</u> Implementing these depot improvements will have a significant impact on the workforce, the service they deliver and the public who visit the HRCs at the two depots. The biggest improvement, however, will be the working conditions of the staff. The extremely poor changing facilities, toilets and shower block will receive a major overhaul and the facilities for female employees will be changed out of all recognition. This will help improve our overall offer to potential female job applicants who are significantly under-represented in the workforce.	
Will the policy have an impact on wider community?	Yes
<u>Comment</u> Access to the Household Recycling Centre will be improved for the public and local community.	

2.3 Analysis on Initial Assessment

Implementing these depot improvements will have a significant impact on the workforce, the service they deliver and the public who visit the HRCs at the two depots.

A number of structural defects will be addressed along with some health and safety concerns. Access to the HRCs, whilst not ideal, will be significantly improved.

The biggest improvement, however, will be for the working conditions of the staff. The extremely poor changing facilities, toilets and shower block will receive a major overhaul and the facilities for female employees will be changed out of all recognition. This will help improve our overall offer to potential female job applicants who are significantly under-represented in the workforce.

Office accommodation will also be brought up to the standards expected of a twenty first century workplace.

3 Concluding Statement on Full Assessment

We have analysed the impact of these proposed changes to both sites, Lifford Lane and Perry Barr, and considered whether there will be a disproportionate impact on people with protected characteristics. As we have found the changes do not disproportionately impact on any such group, we do not feel that a full equality assessment is required.

4 Review Date

18/07/16

5 Action Plan

There are no relevant issues, so no action plans are currently required.