

## Equality Act 2010

The Executive must have due regard to the public sector equality duty when considering Council reports for decision.

The public sector equality duty is as follows:

1	<p>The Council must, in the exercise of its functions, have due regard to the need to:</p> <ul style="list-style-type: none"> <li>(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by the Equality Act;</li> <li>(b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;</li> <li>(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.</li> </ul>
2	<p>Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:</p> <ul style="list-style-type: none"> <li>(a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;</li> <li>(b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;</li> <li>(c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.</li> </ul>
3	<p>The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.</p>
4	<p>Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to:</p> <ul style="list-style-type: none"> <li>(a) tackle prejudice, and</li> <li>(b) promote understanding.</li> </ul>
5	<p>The relevant protected characteristics are:</p> <ul style="list-style-type: none"> <li>(a) age</li> <li>(b) disability</li> <li>(c) gender reassignment</li> <li>(d) pregnancy and maternity</li> <li>(e) race</li> <li>(f) religion or belief</li> <li>(g) sex</li> <li>(h) sexual orientation</li> </ul>

## INITIAL SCREENING – STAGE 1 (See Guidance information page 4)

**As a public authority we need to ensure that our strategies, policies, functions and services, current and proposed have given due regard to equality and diversity.**

**Please complete the following questions to determine whether a Full EINA/EQUALITY ANALYSIS is required.**

<b>Name of policy, strategy or function:</b> Safety Works to Parks Pools Programme	<b>Ref:</b> LSD1302PP.
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<b>Responsible Officer:</b> Darren Share	<b>Role:</b> Head of Parks
<b>Directorate:</b> Local Services	<b>Assessment Date:</b> 31 <sup>st</sup> January 2013

<b>Is this a:</b> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/>
<b>Is this:</b> New or Proposed <input checked="" type="checkbox"/> Already exists and is being reviewed <input type="checkbox"/> Is Changing <input type="checkbox"/>

<b>1. What are the main aims, objectives of the policy, strategy, function or service and the intended outcomes and who is likely to benefit from it</b>
<p>The proposal is to address legislative (Reservoirs Act 1975) and Health and Safety Issues on our category 1 designated reservoirs (11 in total) and our smaller category 2 pools (37 in total). All 48 pools/reservoirs are sited in Parks and Nature Conservation managed parks or areas of public open space. All of the sites are accessible to all sectors of the community and this will continue. The programme of works is to ensure they are safe and improve the sustainable environment together with reducing the threat of flooding within the vicinity. Examples of some of the works include: improving banks and walls on pool edges, improving paths and access around the pools, desilting of pools, improving the inlet and outlet flow of the pools etc</p>

**2. Explain how the main aims of the policy, strategy, function or service will support the Equality Duties?**

- |  |                                     |
|--|-------------------------------------|
| 1. Eliminate discrimination, harassment and victimisation? | <input type="checkbox"/>            |
| 2. Advance equality of opportunity?                        | <input type="checkbox"/>            |
| 3. Foster good relations?                                  | <input checked="" type="checkbox"/> |
| 4. Promote positive attitudes towards disabled people?     | <input type="checkbox"/>            |
| 5. Encourage participation of disabled people?             | <input type="checkbox"/>            |
| 6. Consider more favourable treatment of disabled people?  | <input type="checkbox"/>            |

**Foster Good Relations**

The proposal will provide a safe environment for all visitors, staff and residents living within the vicinity as well as safeguarding property from the threat of flooding.

**3. Does your policy, strategy, function or service affect:**

Service users	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Employees	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>
Wider community	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>

**Please provide an explanation for your 'Yes' or 'No' answer**

**Employees & Service Users**

The proposal will endeavour to protect both the well being and safety of visitors and the staff employed to work on the 48 sites by improving safety in and around the pools.

The proposed schemes will improve the pools and reservoirs that service users visit and reduce the threat of flooding e.g. by improving banks and walls on the pool edges.

**Wider Community**

The schemes are required by legislation to improve the reservoirs and pools safety. It will also minimise the risk of the pools flooding and threatening property and lives within the vicinity.

**4. Are there any aspects of the policy, strategy, function or service, including how it is delivered, or accessed, that could contribute to inequality? (including direct or indirect discrimination to service users or employees)**

Yes ☐

No ☒

**Please provide an explanation for your 'Yes' or 'No' answer**

NO – The proposal will endeavour to protect both the well being and safety of visitors and the staff employed to work on the 48 sites by improving safety in and around the pools. It will also minimise the risk of the pools flooding and threatening property and lives within the vicinity.

**5. Will the policy, strategy, function or service, have an adverse (negative) impact upon the lives of people, including employees and service users?**

Yes ☐

No ☒

**Please provide an explanation for your 'Yes' or 'No' answer**

There is no aspect of the proposal that could contribute to inequality. The sites are open to all (visitors and staff) and these schemes will improve the pools/reservoir.

**6. Is an Equality Impact Needs Assessment required?**

If your answer to question 2 has identified potential adverse impact and you have answered 'yes' to any of the following questions 3, 4, or 5, then you should carry out a Full EINA/EQUALITY ANALYSIS.

Does the Policy, Strategy, Function or Service require a Full EINA/EQUALITY ANALYSIS? **Yes**  
☐ **No** ☒

If a Full EINA/EQUALITY ANALYSIS is required, before proceeding you should discuss the scope of the assessment with service managers in your service area as well as the Directorate EINA/EQUALITY ANALYSIS Contact Officer.

If a Full EINA/EQUALITY ANALYSIS is Not required, please sign the declaration below and forward a copy of the Initial Screening to your Directorate EINA/EQUALITY ANALYSIS Contact Officer

## DECLARATION

A Full EINA/EQUALITY ANALYSIS is not required, the Initial Screening has demonstrated that the Policy, Strategy, Function or Service is robust; there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken.

Chairperson: Darren Share (Head of Parks)

Rachel Davis Project Manager, Local Property Management ( Birmingham Property Services)

Lesley Steele BCM Projects , Local Property Management (Birmingham Property Service)

Summary statement:

The initial screening for this proposal indicates that it will have no adverse impact or discriminate against any sector of the community. It is concluded that a full EA is not required.

Sign-off Date: 31/01/2013

**Quality check: The screening document has been checked using the agreed audit arrangements in the Directorate:**

Name: Lesley Ariss  Directorate: Local Services  Contact number: 303 9121	Date undertaken: 14.03.2013	Screening review statement:
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## EINA/EQUALITY ANALYSIS Task Group Members

<input type="checkbox"/>	<u>Name</u>	<u>Role on Task Group</u> (e.g. service user, manager or service specialist)	<u>Contact Number</u>
1.	Darren Share	Chairperson, Head of Parks	303 4103
2.	Rachel Davis	Project Manager	303 3985
3.	Robin Bryan	Constituency Parks & Custom Liaison Manger	464 0448
4.	Lesley Steele	BCM -Projects	303 8857
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