

## HDC Initial Equality Impact Assessment Form (EIA1)

Service Area/Section	Street Scene Services	Persons undertaking the assessment (please also state name of contact officer)	John Parrott		
Name of policy or function to be assessed	<b>Installation of Baby Changing facilities</b>	Date of assessment	8 <sup>th</sup> April 2008	New or existing policy	Existing
1. Briefly describe the aims, objective or purpose of the policy, or service function.	To provide baby changing facilities at Welland Park café				
2. Are there any associated objectives of the policy/function?	<b>To maintain the facilities in such a manner that they are available at all times during café opening hours.</b>				
3. Who is intended to benefit from this policy and in what way?	The community				
4. What outcomes are wanted from this policy/function and for whom?	Baby changing facilities are available during café opening times for all the public to use.				
5. How do these outcomes meet or hinder other policies, values, or objectives of HDC?	The facilities will support new parents and encourage them to use facilities				
6. What factors/forces could contribute/detract from the intended outcomes?	<b>Limited resources to undertake repairs.</b>				
7. Who are the main stakeholders in relation to this policy?	<b>Street Scene Services CARE Community</b>	8. Who implements the policy/function and is responsible for the policy?	HDC Public Spaces manager Street Scene Services team		

9. Are there any concerns that the policy/function could have a differential impact on racial groups?	Y	N	N
• What existing evidence (either presumed or otherwise) do you have for this?	The facilities are freely available to all.		
10. Are there any concerns that the policy/function could have a differential impact due to gender?	Y	N	Y
• What existing evidence (either presumed or otherwise) do you have for this?	The facilities are freely available to all <b>Males and Females will need same access to facilities.</b>		
11. Are there any concerns that the policy/function could have a differential impact due to disability?	Y	N	N
• What existing evidence (either presumed or otherwise) do you have for this?	The facilities are freely available to all.		
12. Are there any concerns that the policy/function could have a differential impact due to sexual orientation?	Y	N	N
• What existing evidence (either presumed or otherwise) do you have for this?	The facilities are freely available to all.		
13. Are there any concerns that the policy/function could have a differential impact due to age?	Y	N	N
• What existing evidence (either presumed or otherwise) do you have for this?	The facilities are freely available to all.		

14. Are there any concerns that the policy/function could have a differential impact due to religious belief?	Y	N	N
• What existing evidence (either presumed or otherwise) do you have for this?	The facilities are freely available to all.		
15. Are there any concerns that the policy/function could have a differential impact due to people having dependants/caring responsibilities?	Y	N	N
• What existing evidence (either presumed or otherwise) do you have for this?	The facilities are freely available to all.		
16. Could any differential impact identified in 9-15 amount to there being the potential for adverse impact in this policy?	Y	N	N
17. Can any adverse impact be justified on the grounds of promoting equality of opportunity for one or more groups or any other reason?	Y	N	Y
18. Should the policy proceed to a <b>full</b> impact assessment?	Y	N	N
19. If no, are there any recommended changes required to the policy to improve it around the equality agenda?			
Additional			

notes/guidance (Policy Officer)	
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Signed (completing officer) ..... Date \_\_/\_\_/\_\_

Signed (completing officer) ..... Date \_\_/\_\_/\_\_

Signed (Head of Service) ..... Date \_\_/\_\_/\_\_