

Appendix E – Equality Impact Assessments

Equality Impact Assessment: ADS Service Reductions

Initial assessment

What are the proposed outcomes of the policy?

<ol style="list-style-type: none"> 1. Stop additional street cleansing undertaken annually as a 'Spring Clean' The annual spring clean is used to cleanse areas of the City that suffer from hit fly tipping but also areas such as shelterbelts that have historic waste to remove. 2. Remove dedicated Fly Tipping Hit Squad, The Hit Squad has a set route around the city to go to regular fly tip hot spot areas weekly to cleanse and also assists with removal on unregistered land 3. Stop trying to achieve Green Flag status in parks It is proposed to make various changes to our Open Spaces, reducing provision for Bedding planting, Green Flag status, and Infrastructure. 4. Stop spring and summer bedding It is proposed to make various changes to our Open Spaces, reducing provision for Bedding planting, Green Flag status, and Infrastructure 5. Reduce street washing to once per year This would be a reduction in City Centre pavement cleaning
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Which individuals or groups are most likely to be affected?

No group should be disproportionality be affected by this policy.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	Neutral
Disabled people	Neutral
Married couples or those entered into a civil partnership	Neutral
Pregnant women or women on maternity leave	Neutral
Particular ethnic groups	Neutral
Those of a particular religion or who hold a particular belief	Neutral
Male/Female	Neutral
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	Neutral
Sexual orientation	Neutral

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What information is available to help you understand the effect this will have on the groups identified above?

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Who will be the beneficiaries of the policy?

The policy will be adopted across the city
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Has the policy been explained to those it might affect directly or indirectly?

If the policy is adopted, it will be fully communicated to all residents in the City so they are aware of the reductions in service that they will see across the City.

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

No

Once implemented, how will you monitor the actual impact?

We will monitor the changes these service reductions have on the City through service requests
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Policy review date	Annually
Assessment completed by	James Collingridge
Date Initial EqIA completed	05/10/2021
Signed by Head of Service	

Equality Impact Assessment: Economic Development

Full assessment

Name/title of the policy area/strand or programme with which this assessment is concerned

Economic Development

Description/summary of the policy area/strand or programme

Exploring delivery model options (currently being delivered by Opportunity Peterborough) and their associated costs. The current proposals to reduce funding to Opportunity Peterborough do not immediately represent a loss in headcount and therefore don't impact staff in protected groups at this point. With regards to the support that OP offers business, nothing specific relating to equality or protected groups applies.

The evidence base (list the principal sources of relevant evidence, both quantitative and qualitative.)

N/A

What the evidence shows – keys facts

N/A

Challenges and opportunities

(indicate the policy's potential to reduce and remove existing inequalities)

N/A

Summary of Equality Impact Assessment

Options and any reductions in funding are likely to affect industry and businesses not those in protected groups specifically.

Next steps

The review, once commenced, will consider EIA.

Policy review date	Not yet undertaken
/Assessment completed by/	Emma Gee
Date Full EqIA completed	06/10/21
Signed by Head of Service	E Gee

Equality Impact Assessment: St George's Hydrotherapy Pool

Full assessment

Name/title of the policy area/strand or programme with which this assessment is concerned

Sale of St George's Hydrotherapy Pool

Description/summary of the policy area/strand or programme

St George's hydrotherapy pool was managed by the city council for a number of years before transferring to Vivacity's management in 2018. Following the ending of the contract between the council and Vivacity in 2020, the facility has been managed by Peterborough Ltd, although it has remained closed throughout the pandemic.

The pool caters for residents with both short- and long-term health conditions and also attracts visitors from outside the city due to the physiotherapy services it provides, overall supporting a few hundred clients a month. Whilst the pool is popular within its client base, it runs at a net loss of c.£50k per annum.

Given that the council is not obliged to provide a hydrotherapy pool, the ongoing costs of keeping this facility open can no longer be justified within the current financial climate.

Over the years, many attempts have been made to secure external funding to achieve a balanced budget, but aside from small grants and many contributions from various councillors' Community Leadership Fund allocations, these attempts have been unsuccessful.

Discussions have also taken place with NHS commissioners, but these too have not resulted in funding at the necessary scale to support the service.

During 2021 it was highlighted that the physiotherapist renting space at St Georges was looking for his own premises for his hydrotherapy business. As a result, negotiations have taken place to sell the pool to him, and, as part of the sale, to also guarantee some daytime sessions for community users. It is anticipated that the sale should be completed by the end of 2021.

The pool benefits from a very active friends group which have been kept informed throughout the process.

The evidence base (list the principal sources of relevant evidence, both quantitative and qualitative.

Historic council financial monitoring of income and expenses.

What the evidence shows – keys facts

The council provides a net budget of c.£50k to provide for the staffing, running costs and maintenance of the pool and building. Whilst pool users pay a fee for each session, this is not sufficient for the service to break even.

Peterborough City Council is one of a handful of areas nationally that offers a public hydrotherapy pool, but this does not form part of the statutory services which the council is obliged to provide.

Alongside discussions with health partners, the council has also engaged with local educational facilities that have hydrotherapy pools to explore options to join the services, but after initial

conversations this was deemed not feasible for community sessions as the schools would not allow access before 4pm.

Challenges and opportunities

The council is developing a new leisure pool for Peterborough and will ensure that it fully explores all opportunities for re-providing hydrotherapy services if reasonably and financially viable. However, the scoping report for a new facility completed in 2020 highlighted that providing hydrotherapy at the city centre facility would have a negative effect on both capital and operational costs, and this model has not been completed anywhere else that does not have a health element associated with the business (Nuffield Health facilities for example).

Summary of Equality Impact Assessment

The disposal or closure of the pool would result in a £50k per annum saving to the council. However, it is acknowledged that there would be some negative impact for current pool users in managing their health conditions.

Next steps

The sale process is progressing as planned. Engagement with the St Georges Friends Group has been undertaken throughout this period and is ongoing with developments of the sale of the facility.

Policy review date	
Assessment completed by	Jamie Fenton
Date Full EqIA completed	28 September 2021
Signed by Head of Service	Adrian Chapman

Equality Impact Assessment: ADS Income Generation

Initial assessment

What are the proposed outcomes of the policy?

Under the proposal it is proposed to generate income from non-statutory waste services in order to realise cash savings:

- Charge developers for bins
- Charge residents for lost stolen or damaged bins

Which individuals or groups are most likely to be affected?

No group should be disproportionately be affected by this policy.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	Neutral
Disabled people	Neutral
Married couples or those entered into a civil partnership	Neutral
Pregnant women or women on maternity leave	Neutral
Particular ethnic groups	Neutral
Those of a particular religion or who hold a particular belief	Neutral
Male/Female	Neutral
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	Neutral
Sexual orientation	Neutral

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

The policy will be adopted across the city

Has the policy been explained to those it might affect directly or indirectly?

If the policy is adopted, it will be fully communicated to all effected parties

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

No

Once implemented, how will you monitor the actual impact?

We can monitor those requesting new bins to see if any groups are disproportionality effected.

Policy review date	
Assessment completed by	James Collingridge
Date Initial EqIA completed	05/10/2021
Signed by Head of Service	

Equality Impact Assessment: Serco Customer Services

Initial assessment

What are the proposed outcomes of the policy?

Serco – Customer Services

Movement of the present "customer facing" Customer Services Unit from the shop unit and re-provisioning of the service within the Town Hall. This ensures a "customer facing" Service will remain (only 30-40 contacts a day during a 3 hour opening) and that the Office Space can be re-let, and a re-provisioned service provided.

Which individuals or groups are most likely to be affected?

At the moment only circa 30-40 visits are being made a day during the 3 hour opening of the facility, and they could be from any age/ category group of our customers. Other Customers have already changed how they interact with the Customer Services Centre from "face to face" to other means.

The move is only circa 50 yards and although the Town Hall Service will be in the Town Hall Lobby, there is full accessibility to this point from either the front or the back of the Town Hall.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	Should be a neutral effect given above points
Disabled people	Should be a neutral effect given above points
Married couples or those entered into a civil partnership	Should be a neutral effect given above points
Pregnant women or women on maternity leave	Should be a neutral effect given above points
Particular ethnic groups	Should be a neutral effect given above points
Those of a particular religion or who hold a particular belief	Should be a neutral effect given above points
Male/Female	Should be a neutral effect given above points
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	Should be a neutral effect given above points
Sexual orientation	Should be a neutral effect given above points

What information is available to help you understand the effect this will have on the groups identified above?

Who will be the beneficiaries of the policy?

The move of the "face to face" customer centre reflects present usage and the move is to a location 50 yds from the existing location which is fully accessible

Has the policy been explained to those it might affect directly or indirectly?

Not yet – there will be a communications campaign once the option is agreed

Can any differences be justified as appropriate or necessary?

N/A

Are any remedial actions required?

No

Once implemented, how will you monitor the actual impact?

Through usage numbers and associated compliments and complaints in the Customer Service Centre.

Policy review date	11 October
Assessment completed by	P Carpenter
Date Initial EqIA completed	11 October 2021
Signed by Head of Service	P Carpenter

Equality Impact Assessment: Corporate Capacity Restructure

Initial assessment

What are the proposed outcomes of the policy?

Redesign and restructure of PCC's Corporate centre to align to current business priorities, ensure there is capacity to deliver sustainability and to reduce costs.

Which individuals or groups are most likely to be affected?

There is the possibility of a reduction in director roles with associated costs however it is the re-combination of different functions which potentially makes for more efficiency.

Now consider whether any of the following groups will be disproportionately affected:

Equality Group	Note any positive or negative effects
Particular age groups	All current corporate directors are in the same age group so there is no disproportionate impact
Disabled people	No disproportionate impact
Married couples or those entered into a civil partnership	No disproportionate impact
Pregnant women or women on maternity leave	No disproportionate impact
Particular ethnic groups	No disproportionate impact
Those of a particular religion or who hold a particular belief	No disproportionate impact
Male/Female	As the % of females / males in corporate director roles (75%/25%) follows workforce trends across council roles (71%/29%), there is no disproportionate impact
Those proposing to undergo, currently undergoing or who have undergone gender reassignment	No disproportionate impact
Sexual orientation	No disproportionate impact

What information is available to help you understand the effect this will have on the groups identified above?

Gender pay report <https://www.peterborough.gov.uk/council/strategies-policies-and-plans/council-strategies/equality-and-diversity> and HR information.

Who will be the beneficiaries of the policy?

A more efficient corporate centre will increase capacity to support across all front line services for the benefit of service users and communities.

Has the policy been explained to those it might affect directly or indirectly?

Yes – through discussion at the RIT and Budget CMT group

Can any differences be justified as appropriate or necessary?

n/a

Are any remedial actions required?

No

Once implemented, how will you monitor the actual impact?

Through line management, workforce pulse surveys and 'our conversations'.

Policy review date	5 th October 2021
Assessment completed by	Amanda Askham
Date Initial EqIA completed	5 th October 2021
Signed by Head of Service	Amanda Askham