

Equality analysis form

1. Name of the activity (strategy, policy or practice etc)

Bristol Technology Centre 0J5-7 **Frenchay Campus**

2. What is the aim of the activity (objective or purpose)?

To provide a suite of laboratories and to improve laboratory facilities for this research project

3. If amending a current activity, what changes are proposed?

This Project involves the refurbishment and upgrade of a disused lab which has been temporarily used as a store

4. Who is responsible for developing and delivering the activity?

Richard Luxton

5. What measures will be used to assess whether the activity is successful?

All such projects go through a rigorous feedback process using questionnaires to Clients, Contractor and Facilities. This runs alongside a lessons learnt process which includes meetings after completion.

6. Does the activity have a potentially adverse impact on equality groups, in terms of employment issues and/or service delivery for students and/or staff? In the table below, please give evidence to support your yes or no answers. If the answer is not known, indicate how you will source evidence.

Meeting the public sector equality duty

Please also use the table below to demonstrate whether the activity has the potential to eliminate unlawful discrimination, advance equality of opportunity and foster good relations.

	Yes	No	Not known	Public sector equality duty
Women, men, trans people		Alterations are planned to be for all users		The requirements of the Equality Act have been discussed with the Faculty stakeholders and amendments have been made. There is no part of this project which can contribute to equality as there are
Black and minority ethnic groups				
Disabled people		Improvements provide a better environment for all		
Younger or older people				
People of different religion and beliefs				
Lesbian, gay,		Specific access		

bisexual people		arrangements		no known barriers to the use of this facility
Marriage and civil partnership		and special equipment in		
Pregnancy and maternity		place suit location inc		

7. Please give evidence of how you have engaged equality groups in the equality analysis process. Is further engagement required?

Due to specific nature of project, specific stakeholders have been part of the project design team and the Equalities unit will be party to this document.

There are project managers on the team from the two faculties involved and also the technical manager from Science who have helped develop the project, alongside the design team, and ensure it fully meets the needs of all potential users.

Client have been advised of their requirements under the Equality Act and have agreed to make modifications of the scheme to ensure access for all. This includes adjustable desks and consideration how the space will operate and how it impacts on all users.

8. What action can be taken to mitigate any potential negative impacts or address different needs? Please comment and then complete an action plan (see appendix 1).

The space has been designed to all current standards, using the considerable experience of the design and client team to develop and provide a quality working space for those specialists and possible students who may use it. This scheme greatly improves the area and there are no foreseeable detrimental effects as the works have been carefully designed to have no negative impact

Equality relevance:

High ☐

Medium ☐

Low ☒

9. Equality analysis completed by:

Name	Robert Hill FCIQB, MCIAT, FFB
Post title	Capital Works Surveyor
Faculty / service	Facilities
Date	9/2/12

10. Confirmed by the Equality and Diversity Unit:

Name	Andrew McLean, Equality and Diversity Manager	Date	29 April 2012
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Equality analysis - action plan

Appendix 1

Name of activity: Business Technology Centre

Plan completed by: Robert Hill

Service / faculty: Facilities

Issues	Actions required	Responsible Person	Resources required	Target date	Success Indicators	What progress has been made?
Information/data required	Survey by Surveyor, and discussions with Clients	Robert Hill/ Declan Ainger	None as this stage is completed	30/1/1212	Compliant Lab	Detailed plans underway for sign off on 3.2/12
Consultation	Equality unit to feed back	Equalities Unit	tbc	13/2/12		First contacts and queries made
Monitoring and review arrangements	Ongoing by Surveyor, Clients and Equality Unit	Robert Hill/ Declan Ainger	As project proceeds	17/2/12	Compliant accessible lab	ongoing
Publication	N/a in this case	n/a	n/a	n/a	n/a	n/a
Other actions	Follow up once lab alterations are completed	Robert Hill Declan Ainger	tbc	Sept 2012	Compliant labs	

Please return form to the Equality and Diversity Unit