

Full Equality Impact Assessment Form

Equality Relevance High ☐ Medium ☒ Low ☐

1. Name of the policy or practice?

Insallation of Baby Changing facility.

2. What is the aim, objective or purpose of the policy practice?

To provide baby changing facilities throught the University. We propose that these facilities are provided within the accessible cubicles available on campus.

3. Who is responsible for developing the policy?

The policy needs to be developed by the university's SMT

4. Who is responsible for implementing the policy?

Facilities

5. Who is the policy intended to benefit?

Anyone who may need to change a child/infant.

6. What is intended to be achieved by the policy?

A suitable and convenient area on campus to change a child.

7. How will you know if this policy has been successful?

Feedback from users.

8. Do the following equality groups have different needs, experiences, issues and priorities in relation to the intended outcomes of this policy? Please give information/ evidence to support your answer.

	Yes	No	Not known – Do you need to generate sources of information?
Women, men, transgendered people		No - these may all require use of the facility.	
Black and minority ethnic groups		No - these may all require use of the facility.	

Disabled people		No - these may all require use of the facility.	
Younger or older people	Children and elderly unlikely to use the facility.	No - these may all require use of the facility.	
People of different religion and beliefs		No - these may all require use of the facility.	
Lesbian, gay and bisexual people		No - these may all require use of the facility.	

9. Is there potentially adverse impact on the following equality groups as a result of this policy? Please give information/ evidence to support your answer.

	Yes	No	Not known - Do you need to generate sources of information?
Women, men, transgendered people		NO	
Black and minority ethnic groups		NO	
Disabled people	As we plan to install the facilities in the accessible WC's this may increase usage. However enough changing facilities shall be provided to ensure no one area is constantly in demand. Being unisex, the accessible WC's will be available to all users groups and will not discriminate against anyone wishing to change a child.		

Younger or older people		NO	
People of different religion and beliefs		NO	
Lesbian, gay, bisexual people		NO	

10. Is the policy designed or does it have the potential to promote equality for particular groups or good relations between groups? If so, how?

This policy is designed to provide facilities for anybody wishing to change a child. The university is aware that many members of staff/students/visitors may have children and that we do not have suitable changing provisions to cater for their needs. We propose to position these in various location around campus to ensure that there is an acceptable walking distance between these areas.

11. Do you need to carry out a formal/informal consultation internally or externally at this stage? Who you need to consult?

Consultation process has already begun and discussion has taken place at the equality and diversity forum. Further consultation to take place with disabled staff/students and student services who may be supporting student parents.

12. What method or mechanism would be best suited for this consultation?

Further consultation will take place in the form of meetings & emails/online enquiries.

13. What action could be taken to mitigate any negative impacts identified or is there an opportunity to take steps to address different needs or promote equality of opportunity more effectively? If yes, please comment and complete action plan.

Actions have been taken to install a significant number of changing tables to reduce the risk of high traffic areas. Consultation with key stakeholders, disability services/visiting parents/staff/students should help us identify any issues we may not have foreseen.

14. Who will be responsible for monitoring the implementation of the action plan?

Sian Jones

15. Please outline how you have revised the policy (if necessary) in the light of the Equality Impact Assessment . If no change is to take place please give reasons.

Further consultation required.

16. Please indicate when you think this policy/practice should be reviewed next:

Annually.

Equality Impact assessment completed by:

Name	Sian Jones
Post title	Trainee Surveyor
Faculty / service	Facilities
Date	18/08/10

Please return this form to the Equality and Diversity Unit. The equality and diversity unit will provide feedback and will publish the final document.

Confirmed by the equality and diversity unit:

Name	Andrew McLean
Date	24 August 2010

ACTION PLAN – Name of Policy: Insallation of Baby Changing facility. Service/Faculty: Facilities

Issues	Actions required	Responsible Person	Resources required	Target date	Success Indicators	What progress has been made?
Information/data required	Locations, number and positions of changing tables TBC	Facilities	Surveyor	asap	8 locations on the frenchay camous have been found.	Price received for installation and supply of units and contractor to install within next few weeks. (before 10/09/10)
Consultation	Facilities have recived direct instruction from VC and there is a known demand for these facilities. Further consultation to take place with disability services and staff and students.	Facilities	Surveyor	3/9/10	Receipt of feedback from stakeholders which may influence works on site.	Email to Claire Wickham, disability services.
Monitoring and review arrangements	Review before Christmas break 2010. Issue feedback for to disability services.	Facilities	Surveyor	17/12/10		

Publication	Informing faculties, Key stakeholders by normal means - meetings, email etc.	Facilities	Surveyor/facilities Admin	asap		
Other actions						

Please return form to the Equality and Diversity Manager