



North

Yorkshire County Council

Template for Equality Impact Assessment (EIA): evidencing paying due regard to protected characteristics July 2013

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যদি আপনি এই ডকুমেন্ট অন্য ভাষায় বা ফরমেটে চান, তাহলে দয়া করে আমাদেরকে বলুন।

如欲索取以另一語文印製或另一格式製作的資料，請與我們聯絡。

اگر آپ کو معلومات کسی دیگر زبان یا دیگر شکل میں درکار ہوں تو برائے مہربانی ہم سے پوچھئے۔



Equality Impact Assessments (EIAs) are public documents. EIAs accompanying reports going to County Councillors for decisions are published with the committee papers on our website and are available in hard copy at the relevant meeting. To help people to find completed EIAs we also publish them in the Equality and Diversity section of our website. This will help people to see for themselves how we have paid due regard in order to meet statutory requirements.

Name of Directorate and Service Area	Registration Service , Central Services
Lead Officer and contact details	Robin Mair 01609 533806
Names and roles of other people involved in carrying out the EIA	Dean Richardson Selby District Council
How will you pay due regard? e.g. working group, individual officer	Consultation with senior registrars and registrars
When did the due regard process start?	01/08/14
Sign off by Assistant Director (or equivalent) and date	1/11/14

Section 1. Please describe briefly what this EIA is about. (E.g. are you starting a new service, changing how you do something, stopping doing something?)

The proposal is to move the existing registration office in Selby to new and improved facilities. In particular the facilities and accessibility for customers will be much improved.

Section 2. Why is this being proposed? (E.g. to save money, meet increased demand, do things in a better way.)

The existing accommodation for customers at Selby register office is inadequate. It suffers because of the lack of certain key facilities (see below). The location is poor being situated in an ageing office block and immediately adjacent to a monumental mason.

By contrast Selby District Council has an excellent facility offering all that the Register office is deficient in but this facility is currently underutilised and under occupied.

The number of ceremonies at the register office is falling, in part due to the deficiencies in the building putting potential customers off.

The ceremony figures for 2103-14 for the registration offices clearly show the potential that improved services could bring to the Selby area. It is noteworthy that over the period reviewed, Selby now has only half the wedding ceremonies it had at the turn of the millennium, which is not in line with the trend across the other offices. Customers can chose where they go for their ceremony and are not confined to the area they reside in. Failure to improve the facilities will inevitably mean a further fall in customers bringing the very existence, in its current configuration, of a registration facility in Selby into question.

Section 3. What will change? What will be different for customers and/or staff?

There will be improved facilities for all clients for the reasons outlined below.

Section 4. What impact will this proposal have on council resources (budgets)?

Cost neutral? Y

Increased cost? N

Reduced cost? N

Please explain briefly why this will be the result.

The plan is that this will be cost neutral in the medium term but will also better utilise the Selby facility.

Section 5. Will this proposal affect people with protected characteristics?	No impact	Make things better	Make things worse	Why will it have this effect? State any evidence you have for your thinking.
Age		X		There is much better parking availability on site. There is also a drop off space for visitors immediately outside the front entrance. The approach to the building is much easier and safer for visitors.
Disability		X		There will be a full time (Monday-Friday) reception facility to meet and greet the client and to offer any assistance required. There are 5 disabled parking outside the office front door available for visitors, considerably more than the existing provision.

				The approach access is more level and the toilet provision is much improved.
Sex (Gender)	X			The impact is no different for this protected characteristic
Race	X			The impact is no different for this protected characteristic
Gender reassignment	X			The impact is no different for this protected characteristic
Sexual orientation	X			The impact is no different for this protected characteristic
Religion or belief	X			The impact is no different for this protected characteristic
Pregnancy or maternity		X		The group most affected will be parents of newly born children. The access for those with pushchairs etc. will be easier and the toilet provision better. There is more space in the waiting area.
Marriage or civil partnership		X		There are improved facilities for ceremonies. This includes a drop off area for the “bridal car”, bigger rooms offering a choice of 4 rooms and also able to seat larger ceremony parties, a bigger waiting area and much better parking facilities for guests. Toilet facilities are also much improved. Photograph areas will also be improved.
Section 6. Would this proposal affect people for the following reasons?	No impact	Make things better	Make things worse	Why will it have this effect? Give any evidence you have.
Live in a rural area	X			The service is not affected by rurality

Have a low income	X			The service is not affected by income

Section 7. Will the proposal affect anyone more because of a combination of protected characteristics? (E.g. older women or young gay men?) State where this is likely to happen and explain what you think the effect will be and why giving any evidence you have.

No. all clients and visitors to the facility will see an improvement.

Section 8. Only complete this section if the proposal will make things worse for some people. Remember that we have an anticipatory duty to make reasonable adjustments so that disabled people can access services and work for us.

Can we change our proposal to reduce or remove these adverse impacts?

N/A

Can we achieve our aim in another way which will not make things worse for people?

N/A

If we need to achieve our aim and can't remove or reduce the adverse impacts get advice from legal services. Summarise the advice here. Make sure the advice is passed on to decision makers if the proposal proceeds.

N/A

Section 9. If the proposal is implemented how will you find out how it is really affecting people? (How will you monitor and review the changes?)

Monitoring complaints and comments

Section 10. List any actions you need to take which have been identified in this EIA

Action	Lead	By when	Progress
Provide baby change mat	Dean Richardson	January 2015	Complete 3/12/14
Provide high back chair for waiting area	Dean Richardson	January 2015	3/12/14 Ordered For delivery in January 2015
