

Full Equality Impact Assessment:

Name of project, policy, function, service or proposal being assessed	Public Conveniences Review
Date assessment completed	1 April 2015

At this stage you will need to re-visit your initial screening template to inform your discussions on consultation and refer to [guidance notes on completing a full EIA](#)

At its meeting on 11 November 2014, Cabinet approved the recommendation that the Council enter into consultation on the future operation and provision of Council owned and operated public conveniences across the county borough. An Initial Screening EIA was undertaken prior to Cabinet taking its decision. This indicated that a Full EIA on the review of public conveniences would be required, to include data, demographics, feedback and views from the general public and representative groups before any final decisions could be made on the future operating model of public conveniences in Bridgend County Borough.

Public conveniences under review are: **Bridgend Town Centre:**

1. Derwen Road;
2. Bus Station;
3. Rhiw Hill;
4. Cheapside.

Porthcawl:

1. John Street;
2. Griffin Park;
3. Basement at the Grand Pavillion.

Maesteg:

1. Bus Station.

Outside of main towns:

1. Rest Bay;
2. Kenfig;
3. Aberkenfig;
4. Pricetown;
5. Blackmill.

1. Consultation

		Action Points
<p>Who do you need to consult with (which equality groups)?</p>	<p>The Initial Screening EIA indicated that, within each of the protected characteristic groups the council needed to consult with:</p> <p>Age: Older community members place a high importance on convenient, accessible public facilities</p> <p>Disability: some facilities are not accessible to disabled users. This review focuses on accessibility.</p> <p>Pregnancy and Maternity: expectant and new mothers may need to take frequent comfort breaks, sometimes at very short notice.</p>	<p>The consultation tools and mechanisms to be used should include: Focussed Meetings, Public Meetings, a consultation document and associated questionnaire, publication of all information on the council’s website and any other relevant websites, press releases, information on the council’s customer service screens, all partners, social media, Bridgemembers, Local Service Board and citizens panel.</p>

<p>How will you ensure your consultation is inclusive?</p>	<p>The council is mindful that as wide a range of consultation and engagement activities and tools as possible need to be deployed in order to reach as wide an audience of consultees as possible. Consultation and engagement must be maximised in order that public views and concerns are “heard and considered” by the council to identify better ways of working and influence difficult decision making from a representative group.</p> <p>Methods of consultation will include (where appropriate) bilingual (Welsh / English) materials, information produced in languages other than English and Welsh, large print documents,</p>	
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	<p>easy read versions of information, provision of audio information and will include a mix of hard copy documents and provision of online forms and information. The council recognises that, key to the council's consultation and engagement strategy is the commitment to visiting the public and other consultees in their own locations / communities at times that are convenient to them.</p>	
<p>What consultation was carried out? Consider any consultation activity already carried out, which may not have been specifically about equality but may have information you can use</p>	<p>Consultation activity comprised:</p> <ul style="list-style-type: none"> a) Colostomy Association; b) Bridgend Stroke Association; c) Bridgend Equality Forum (comprising representation from public, private and third sector service providers and representative groups). 	

Overview

A public consultation reviewing Bridgend County Borough Council's public convenience provision was undertaken over an eight week period from 12 January 2015 and 9 March 2015. The consultation received 933 responses, comprising 272 from the eight week consultation and 661 from the four week citizens' panel survey.

Additionally an "on line and offline" public survey inviting views on the importance of public conveniences in Bridgend County Borough was conducted between 12 January 2015 and 9 March 2015. The local authority outlined each convenience and the facilities that were available at each location. Questions were asked of the public based upon respondents' frequency and pattern of visits to local towns, the importance of conveniences to them personally, accessibility and the potential reintroduction of the comfort scheme.

The eight week survey was made available to complete in either English or Welsh via a link on the consultation pages of the council's website. Paper copies of the consultation document and the accompanying surveys were made available at all local libraries.

Promotional tools and engagement methods

Details of the consultation received promotion within the council through a 'message of the day' notification. Bridgend County Borough councillors received a copy of the press release as well as local Assembly Members and Members of Parliament.

Consultation document and survey

A consultation document was created to provide respondents with information on the consultation itself and included a link to the consultation questionnaire. Contact details were also provided to offer additional support and guidance if necessary. Both documents were written in plain English to maximise potential inclusion and were also translated into Welsh.

Social media

The council "tweeted" its 5100 @BridgendCBC (Twitter account) followers and posted to the 800 users who "liked" our consultation Facebook page on several occasions during the consultation period to help raise awareness.

Local press

The consultation also received publicity in the local press; the Glamorgan Gazette and the GEM and on the council website www.bridgend.gov.uk. The topic overall has received high levels of publicity across Wales.

Engagement event

Bridgend County Borough Council officers gave members of Bridgend's Equality Forum the opportunity to arrange an engagement session to help those with additional needs to complete the surveys and to encourage representative groups who are partners of the forum to cascade information down to their members and encourage them, as individuals, to respond to the consultation and survey. Stroke Association held an engagement session on 9 February 2015 with its members and the Council's Equality and Consultation Officers. The majority of Stroke Association members, who are also stroke survivors, subsequently responded to the consultation.

Posters

Bilingual posters advertising the consultation with a QR code (a bar code that mobile phones and smart devices read to take the user directly to the online questionnaire) were placed in all public toilets with contact details on the range of ways in which the public could respond to the consultation.

The consultation survey was made up of four sections:

- section one asked seven questions regarding the respondent to understand their demographic;
- section two included five quantitative questions regarding the conveniences, current operational procedures and accessibility;
- section three asked one qualitative question for additional comments and finally
- section four featured the standard equalities questions suggested by Welsh Government.

All questions asked in the survey were optional and all survey respondents had the opportunity to remain anonymous.

The survey was made available electronically in English and Welsh via a link on the consultation page of the council’s website. Paper copies of the consultation document and the accompanying surveys were made available at all local libraries throughout the county borough. Comments were invited via letter, email and telephone and contact details were also provided for anyone wishing to receive a paper copy directly or any alternative formats of the survey.

The following consultation events were arranged:

Group or persons consulted	Date, venue and number of people	Feedback, areas of concern raised	Action Points
		Feedback documents were circulated to all attendees at the event for individual considered views to be shared with the council.	Please see tables within this Full EIA.

272 responses to the eight week survey were received in total. 270 responses were in English and 2 in Welsh. An analysis of the origin of these responses follows in the table below:

Format	English	Welsh	Total
Online	238	2	240
E Mail	8	0	8
Letter	7	0	7
Telephone	17	0	17
Sub Total	270	3	272
Citizens Panel	0	0	661
Total			933

Headline figures from the consultation and engagement responses were:

- Those aged 55 and over are almost twice as likely to use the public toilet facilities than 25 – 34 year olds;
- 96 per cent of respondents stated there should be disabled access at all public toilets in Bridgend County Borough;
- The Derwen road facility was considered the least important facility to Bridgend Town visitors. All Porthcawl venues received high levels of support. Pricetown and Blackmill received the lowest levels of support for the out of town facilities;
- 87 per cent supported the re-introduction of the comfort scheme. Qualitative responses highlighted the importance of promoting venues that endorse the comfort scheme.
- The vast majority supported Sunday hours in all of the towns. 94 per cent of respondents wanted Sunday hours in Porthcawl, 80 per cent supported Sunday hours for Bridgend, and 76 per cent wanted Sunday hours for Maesteg. The most popular times selected for Sunday hours were between 10am – 10.30am opening, and 4pm – 4.30pm closing.

The following tables are extracts from the consultation report.

Do you currently live in Bridgend County Borough?

Resident (Q3)	#	%
Yes	204	89.5%
No	24	10.5%
Total responses	228	

89 per cent of respondents were residents of Bridgend County Borough.

Please select an age category.

Age (Q4)	#	%
Under 18	0	0
18 - 24	2	0.9
25 - 34	26	11.5
35 - 44	42	18.6
45 - 54	39	17.3
55 - 64	69	30.5
65+	45	19.9
Prefer not to say	3	1.3

Over half of the respondents (52 per cent) were aged 55 or over. The lowest response rate was from under 18's and 18-24 with only one respondent for the latter and no responses for the former.

The Citizens' Panel members responding to the survey were as follows:

Age	Citizens' panel members		Eight-week survey		Total	
	#	%	#	%	#	%
Under 34	21	3.2	28	12.4	49	6.0
35-54	160	24.2	81	35.9	241	29.5
55-64	163	24.7	69	30.5	232	28.4
65+	246	37.2	48	21.2	294	36.0

Please select the option(s) that best describes you as a respondent?

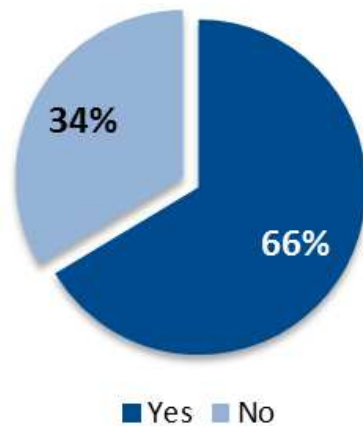
Profession (Q5)	#	%
Student/trainee	5	2.3
Employed – Full time	75	33.9
Employed – Part time	24	10.9
Self employed	19	8.6
Unemployed / looking for work	5	2.3
Retired	77	34.8
Prefer not to say	16	7.2

The largest response, one in three (35 per cent) was from those who defined themselves as retired (which is to be expected.) This is closely followed by 34 per cent of the eight-week survey respondents who selected ‘employed – full time’. 19 of the 240 respondents did not provide an answer for this question. This question was not asked to Citizens’ Panel members.

Are you a parent or guardian?

As part of understanding the demographic of responses received, respondents were asked to identify if they were a parent or not. Following on from this question, respondents who identified yes were asked the age range of their children.

66 per cent stated they were parents. This is in direct contrast to the remaining 34 per cent who selected no to the question.

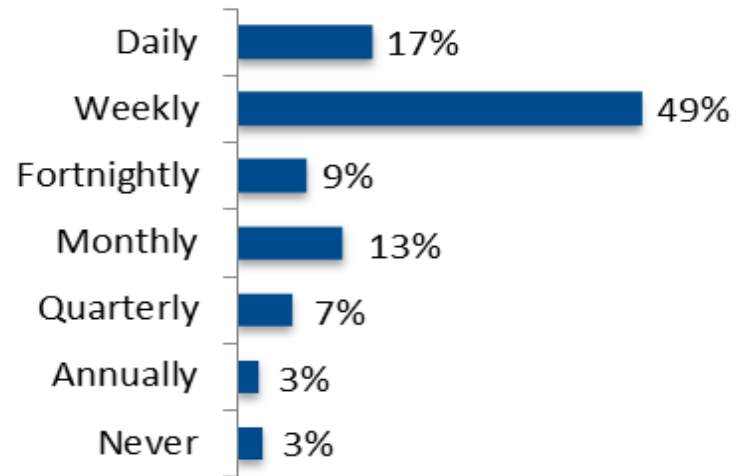


How old are your children?

Age (Q7)	#	%
0 – 12 months	6	4.1
1 – 3 years old	21	14.3
4 – 7 years old	22	15.0
8 – 16 years old	30	20.4
Over 16 years old	64	43.5
Prefer not to say	4	2.7

Of the 146 eight week respondents who answered this question, over two in five said that their child was over 16 years of age. Approximately one in five respondents had children between new-born and the age of three. The majority of respondents would most definitely benefit from baby changing facilities within public toilets.

How often do you use public toilet facilities provided by the council?

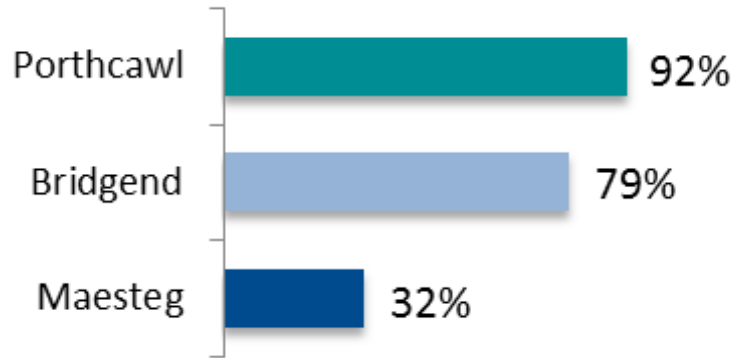


66 per cent of the eight-week survey respondents stated they used public toilets at least once a week. Three per cent stated they never use public toilets. Analysing frequency of use against respondent age range shows a steady inclination based on age.

Age range	Population figures (ONS Census 2011)	Number of respondents using a convenience once a week or more.	% of total respondents
25-34	16,771	11	42%
35-44	19,592	22	52%
45-54	19,999	26	67%
55+	42,510	85	75%

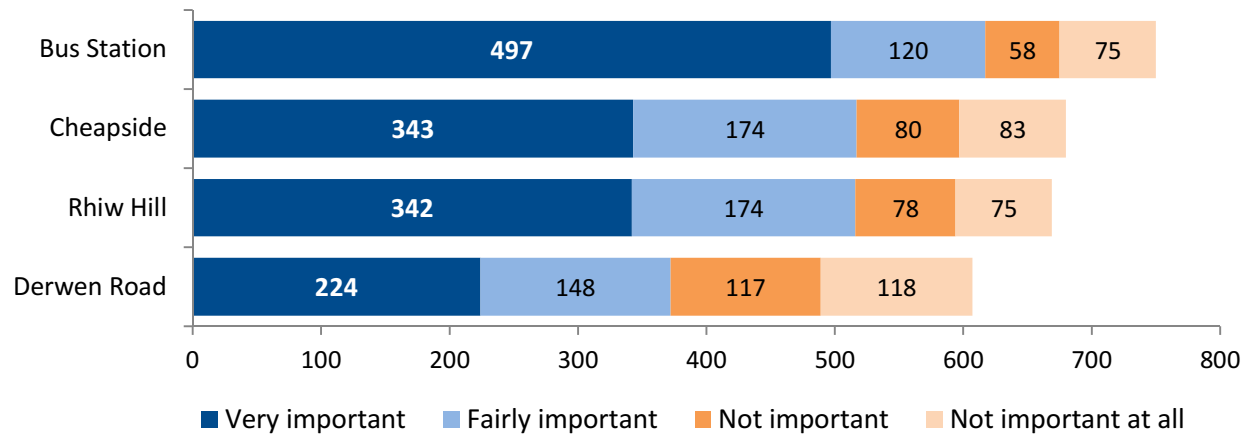
The table shows significant increases in frequency of use based on age. Four in ten 25-34 year olds use conveniences once a week or more and this nearly doubles with those aged 55 and over with almost eight in ten using conveniences at least once a week or more.

Which of the following town centres have you visited within the last year?



Porthcawl has been the most visited town (92 per cent). 79 per cent have visited Bridgend and 32 per cent have visited Maesteg.

When visiting Bridgend town, how important is it to you and/or your family to have the following public toilets available?



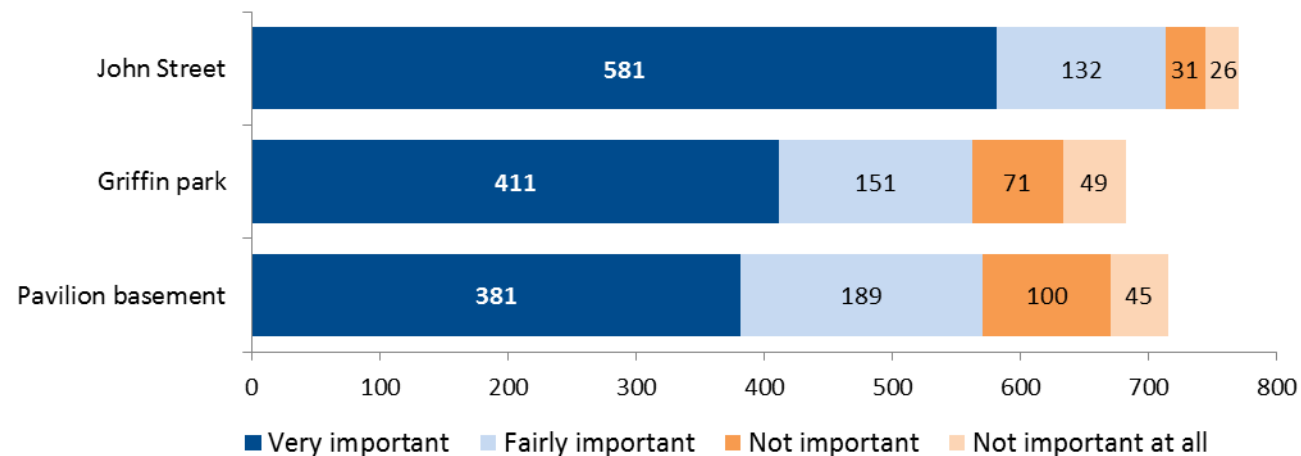
The table above shows the total responses regarding each public convenience in Bridgend town. By rating the four conveniences purely on the volume of responses the rating states the importance follows the following order: Bus station, Derwen Road, Rhiw Hill and Cheapside. As not every respondent answered each question, a scoring system was created to ensure each response was measured by the number of responses gathered.

The scoring system works by applying a score of four for those who rated the experience as very important, three for fairly important, two for not important and finally a score of one for not important at all, adding these together and dividing by the number of respondents to the question creates an overall score for the importance of the convenience.

Score	Convenience
3.39	Bus station
3.17	Cheapside
3.14	Rhiw Hill
2.79	Derwen Road

Using the scoring system, the Bus Station received the highest response for support over Cheapside with Rhiw Hill and Derwen Road remaining in third and fourth respectively. It is important to note in contrast to the scoring system that those who did not respond to each convenience may have done so as they were less affected by the introduction however, in the interest of transparency this cannot be assumed.

When visiting Porthcawl town, how important is it for you and/or your family to have the following public toilets available?



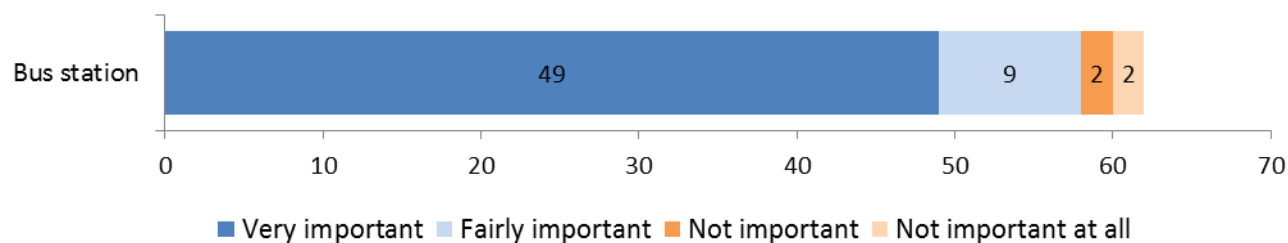
Respondents to the eight-week survey who stated they had visited Porthcawl town within the last year (see section 6.6) were asked how important each of the three facilities in the town were to them (excluding Rest Bay see section 6.13). Citizens’ panel respondents had the additional option of ‘I do not visit Porthcawl’. John Street received the highest level of support with 93 per cent of those who responded ‘very important’ or ‘fairly important’ stating that the convenience was important to themselves and/or their family. Griffin Park was the second most supported with over four in five (82 per cent) saying the

convenience was very important. Despite the Pavilion location being the lowest supported of the three, 80 per cent of respondents highlighted the Pavilion as important to them.

The scoring for the conveniences follows the same pattern to the order of the chart above. In order of importance the conveniences are as follows: John Street, Griffin Park and Pavilion basement. John Street received the largest score from all of the facilities in the consultation.

Score	Convenience
3.65	John Street
3.35	Griffin Park
3.27	Pavilion basement

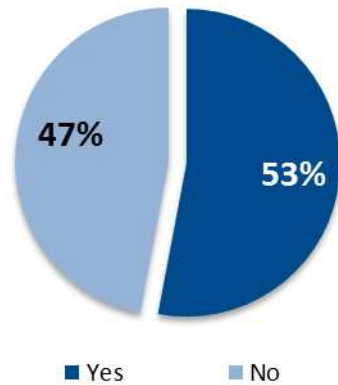
When visiting Maesteg town, how important is it to you and/or your family to have the following public toilets available?



Score	Convenience
3.00	Bus station

Similarly to the previous two sections, respondents that stated they had visited Maesteg town within the last year (see section 6.6) were asked how important the bus station facility in Maesteg was to them. Over seven in ten (73 per cent) stated that the venue was very important to them or their family members. This follows a similar level to the bus station in Bridgend which is also seven in ten (69 per cent). The scoring system gave an overall score of 3.39.

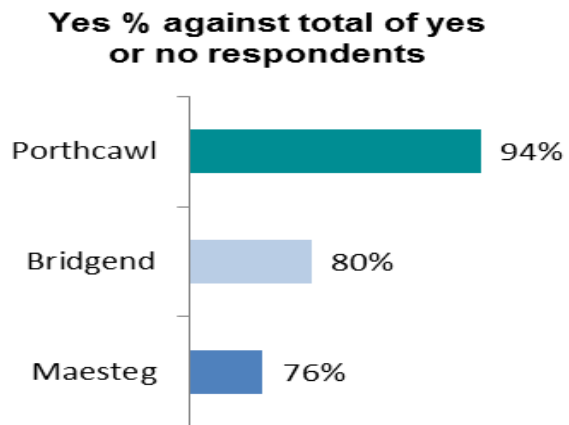
Currently, several of the public toilets are manned for the whole duration of time they are open. Would you support having the time in which they are manned reduced to make better use of resources?



From the 759 responses to the question, just over half of the respondents would support the introduction of manning the venues for shorter periods of time to make a better use of the resources available (53 per cent), compared to 47 per cent respondents who oppose its introduction.

Do you think public toilets in the following town centres should be open on a Sunday?

All town centres received a high level of support for opening conveniences on a Sunday. The percentages were calculated against those who chose yes or no only. The question was made available to all respondents of both surveys. Almost all respondents (94 per cent) of both surveys supported the introduction of Sunday open hours for Porthcawl. Exactly four in five (80 per cent) supported the hours for Bridgend, followed by over three in four (75 per cent) stating the Maesteg convenience should have Sunday hours also.



What hours would you suggest that the public toilets are open on a Sunday?

I. Opening time

Time	7.30am or earlier	8am – 8.30am	9am – 9.30am	10am – 10.30am	11am or later
Response	23	64	197	233	49

The questions regarding opening and closing times were only asked to respondents who answered yes to opening the public conveniences on Sundays (see section 6.11). Over three in four (76 per cent) selected times between 9am and 10.30am. There were no significant statistical differences when the times selected were cross-compared against which towns the respondent visited within the past year (see section 6.6).

II. Closing time

Time	3pm or earlier	4pm – 4.30pm	5pm – 5.30pm	6pm – 6.30pm	7pm - midnight
Response	74	207	157	156	138

The closing time was significantly more diverse than the answers provided to the opening times. The most popular response was almost three in ten (28 per cent) stating a closing time of 4pm – 4.30pm, this falls to 21 per cent at 5pm – 5.30pm.

How much of a problem would the removal of any of the following public toilets outside of the main towns have on you or your family?

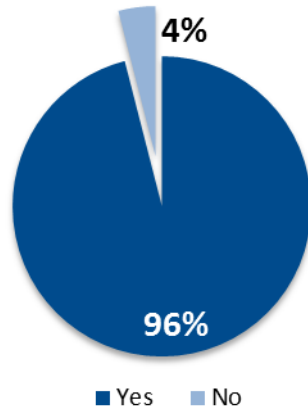
	Population (ONS Census 2011)	A very big problem	A fairly big problem	Not a very big problem	Not a problem at all
Aberkenfig	2,045	66	63	166	373
Blackmill	2,495	47	44	150	406
Kenfig Nature Reserve	-	96	94	149	349
Pricetown	2,344	47	40	143	413
Rest bay	2,268	249	226	144	130

This question regarding the public conveniences outside of the main towns (Bridgend, Porthcawl and Maesteg) was asked to all the respondents answering the surveys. The responses should be viewed independently and not cross-compared to section 6.7, section 6.8 or section 6.9. This is due to the fact that the aforementioned sections were only asked to visitors of the towns, and not the total number of respondents.

The most supported of the five out of town conveniences was Rest Bay, Porthcawl. This was considerably more supported than the other locations. Kenfig received higher support than Aberkenfig, Blackmill and Pricetown. As the nature reserve is visited by tourists, this could explain why more people would be affected by the removal of the facility. Pricetown and Blackmill received the lowest levels of support despite having a higher population than Aberkenfig shown in the ONS census data 2011.

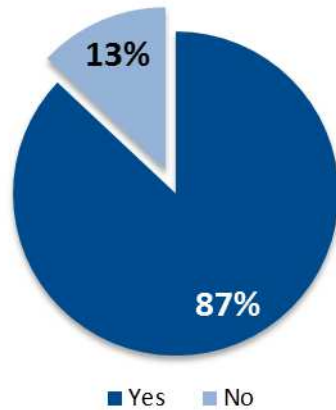
Score	Convenience
2.79	Rest Bay
1.91	Kenfig
1.73	Aberkenfig
1.59	Blackmill
1.57	Pricetown

Do you think that all public toilets should provide disabled access?



Of the 806 combined respondents who selected yes or no, almost all (96 per cent) of the respondents stated that there should be disabled access at all public toilets in Bridgend County Borough. At present there are four conveniences currently without disabled access: Rhiw Hill (Bridgend), Pavilion (Porthcawl), Blackmill and Pricetown Square.

Would you support the re-introduction of the Comfort Scheme?



There were a total of 746 respondents who answered either yes or no to the question. Of those who selected yes or no, nearly nine in ten (87 per cent) have supported the re-introduction of the comfort scheme. The remaining 13 per cent opposing the introduction of the scheme.

Do you have any other comments regarding public toilets in Bridgend County Borough?

Topic	#	%
Essential service	54	26
Don't close toilets in Porthcawl	37	18
Cleanliness is paramount	28	14
Protect disabled	18	9
New facilities	17	8
Tourist areas should keep high coverage	16	8
Clear signage to locations	12	6
Longer hours	8	4
Other	17	8

The final question gave the opportunity for respondents (this qualitative question was not made available to Citizens' Panel respondents) to provide a qualitative response. Each response was analysed by the number of topics that were mentioned and collated together to provide a quantitative table of responses from the qualitative data. Almost three in ten (26 per cent) responses highlighted the necessity of having public toilets within the county borough. Many respondents referenced a concern with any plans for the council to remove the service entirely. Over one in six (18 per cent) referenced the importance of keeping the toilets in Porthcawl open – particularly, comments centred around the cleanliness of the John Street facilities and the high levels of year-round tourism in the area.

It is also important to note that 92 per cent of all respondents to the survey had highlighted that they had visited Porthcawl within the past year (see section 6.7).

Other respondents saw the importance of cleanliness of the facilities that were available to be the most important aspect, this was also referenced by nearly one of six (14 per cent) responses. During the survey the local press ran a story regarding Porthcawl Town Council running a feasibility report on investing on public toilets in Newton¹. This coincides with eight per cent of respondents to this survey who requested new facilities within Bridgend County Borough.

Much like the support in section 6.14, protecting the disabled access, or improving the service provided to the disabled residents and tourists was mentioned by nearly one in ten (9 per cent) of respondents. Clear signage to locations received six per cent of the total responses. Of the respondents, one individual stated the difficulty they have faced in trying to locate where the current facilities are in the past. A minority of these respondents also mentioned the importance of clearly signposting public facilities and comfort scheme facilities, if reintroduced.

A response from Blackmill and Glynogwr Tenants and Residents Association stated the importance of the facility to the area and surrounding valleys.

¹ <http://www.walesonline.co.uk/news/local-news/loo-call-newton-dunes-become-7056319>

7. Conclusion

Combining the results gathered from both surveys, over one in three (35.5 per cent) stated that they used the public toilet facilities at least once a week. Additionally, the consultation based survey revealed a large number of respondents had visited Porthcawl (92 per cent) or Bridgend (79 per cent).

Results from the eight-week survey revealed the age range in comparison to the frequency of facility usage highlighted that those aged 55 and over are almost twice as likely to use the facilities as 25 – 34 year olds. As 31 per cent of Bridgend County's total population is aged 55 years old or over, considerations in to how to best accommodate the aging population must be taken into account.

Looking specifically into the importance of each facilities within the three towns in Bridgend County Borough; Bridgend town, Porthcawl town and Maesteg town are as follows:

Bridgend town

There are four conveniences within Bridgend town. The responses showed clearly that the removal of the bus station would have the biggest impact if removed. Derwen Road would have the smallest impact on the respondents to the survey.

Porthcawl town

Respondents noted there was a necessity to maintain the level of service currently provided in Porthcawl in their qualitative responses due to the high levels of year-round tourism. John Street received the highest level of the support of the three, responses gathered noted the cleanliness of the facility.

Feedback also suggested that an additional facility on Newton beach was needed.

Maesteg town

The sole facility in the bus station, Maesteg received 93 per cent support with respondents who selected that the location was either fairly or very important to them.

Out of town

Rest bay received a significantly higher level of support in comparison to the other out of town facilities with 55 per cent stating it would be a fairly big, or very big problem if removed. Kenfig national nature reserve also received a higher response rate, both of the aforementioned locations receiving higher numbers of tourism in comparison to the other out of town facilities in the borough. Aberkenfig, Pricetown and Blackmill all received lower levels of support however, further research into the closest public facilities in these areas would be desirable, particularly following the response received from Blackmill and Glynogwr Tenants and Residents Association.

Operating hours

The vast majority supported Sunday hours in all of the towns. 94 per cent of respondents wanted Sunday hours in Porthcawl, 80 per cent supported Sunday hours for Bridgend, and 76 per cent wanted Sunday hours for the Maesteg Bus Station facility. The most popular times selected for Sunday hours were between 10am – 10.30am to open, and a closing time of 4pm – 4.30pm.

More contentiously, just over half of the respondents (53 per cent) supported the introduction of manning venues for shorter periods of time.

Accessibility

Almost all (96 per cent) of the respondents stated that there should be disabled access at all public toilets in Bridgend County Borough. At present there are four conveniences currently without disabled access: Rhiw Hill (Bridgend), Pavilion (Porthcawl), Blackmill and Pricetown Square.

Nearly nine in ten (87 per cent) have supported the re-introduction of the comfort scheme. Qualitative responses highlighted the importance of promoting which venues are part of the comfort scheme if it is reintroduced, including sign posting current locations of facilities in the county borough.

Qualitative overview.

Over one in four (26 per cent) responses highlighted the necessity of having public toilets within the county borough. Many respondents referenced a concern with any plans for the council to remove the service entirely.

One in six (18 per cent) referenced the importance of keeping the toilets in Porthcawl open. Other respondents saw the importance of cleanliness at the facilities that were available to be the most important aspect, this was also referenced by nearly one in seven (14 per cent) responses.

Gender	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact on women and men.	<p>Breakdown of consultation respondents is:</p> <p>Male: 58</p> <p>Female 117</p> <p>Question unanswered 65</p> <p>The council is mindful that this figure may not be a full and true representation of usage.</p>	<p>Neither men nor women will be disproportionately negatively affected by this proposal.</p> <p>However, the council will, as far as possible, monitor the use of public conveniences to ensure no protected characteristic group (or other hard to reach or socially excluded group) is negatively impacted.</p>

Disability	Impact or potential impact	Actions to mitigate
<p>Identify the impact/potential impact on disabled people (ensure consideration of a range of impairments, e.g. physical, sensory impairments, learning disabilities, long-term illness).</p>	<p>From the responses received to the equality related questions within the consultation, 41 respondents confirmed they had a disability (as described in the Equality Act 2010), 132 confirmed they did not have a disability, 4 preferred not to say and 63 did not answer the question. The council is mindful that this figure may not be a full and true representation of usage.</p>	<p>Whilst usage of public conveniences in Bridgend, Maesteg, Porthcawl and other areas is not monitored (in terms of protected characteristic), the council will, as far as possible, monitor the use of public conveniences in these areas to ensure no protected characteristic group (or other hard to reach or socially excluded group) is negatively impacted.</p>

Race	Impact or potential impact	Actions to mitigate
<p>Identify the impact/potential impact of the service on Black and minority ethnic (BME) people.</p>	<p>Breakdown of consultation respondents is:</p> <p>Asian or Asian British: 1</p> <p>White: 171</p> <p>Prefer not to say: 1</p> <p>Question unanswered: 67</p> <p>The council is mindful that this figure may not be a full and true representation of usage.</p>	<p>There is no potential negative or disproportionate affect on Race expected by this service review. However, the council will, as far as possible, monitor the use of public conveniences to ensure no protected characteristic group (or other hard to reach or socially excluded group) is negatively impacted.</p>

Religion and belief	Impact or potential impact	Actions to mitigate
<p>Identify the impact/potential impact of the service on people of different religious and faith groups.</p>	<p>Breakdown of consultation respondents is:</p> <p>Christian: 102</p> <p>Hindu: 1</p> <p>No Religion 56</p> <p>Other religion or belief: 2</p> <p>Prefer not to say: 13</p> <p>Question unanswered: 66</p> <p>The council is mindful that this figure may not be a full and true representation of usage.</p>	<p>There is no potential negative or disproportionate affect on religion and belief expected by this service review. However, the council will, as far as possible, monitor the use of public conveniences to ensure no protected characteristic group (or other hard to reach or socially excluded group) is negatively impacted.</p>

Sexual Orientation	Impact or potential impact	Actions to mitigate
<p>Identify the impact/potential impact of the service on gay, lesbian and bisexual people.</p>	<p>Breakdown of consultation respondents is:</p> <p>Gay man: 1</p> <p>Heterosexual: 158</p> <p>Prefer not to say: 11</p> <p>Question unanswered: 70</p> <p>The council is mindful that this figure may not be a full and true representation of usage.</p>	<p>There is no potential negative or disproportionate affect on sexuality expected by this service review. However, the council will, as far as possible, monitor the use of public conveniences to ensure no protected characteristic group (or other hard to reach or socially excluded group) is negatively impacted.</p>

Age	Impact or potential impact	Actions to mitigate
<p>Identify the impact/potential impact of the service on older people and younger people.</p>	<p>The analysis of respondents' age within the equality related questions within the consultation is outlined on page 13 of this Equality Impact Assessment. The council is mindful that this figure may not be a full and true representation of usage.</p>	<p>Whilst usage of public conveniences in Bridgend, Maesteg, Porthcawl and other areas is not monitored (in terms of protected characteristic), the council will, as far as possible, monitor the use of public conveniences in these areas to ensure no protected characteristic group (or other hard to reach or socially excluded group) is negatively impacted.</p>

Pregnancy & Maternity	Impact or potential impact	Actions to mitigate
<p>Identify the impact/potential impact on pregnancy and maternity</p>	<p>Breakdown of consultation respondents is:</p> <p>Currently pregnant: 6</p> <p>Not currently pregnant: 110</p> <p>Question unanswered: 124</p> <p>Pregnant in last 26 weeks?: 2</p> <p>Not pregnant in last 26 weeks: 114.</p> <p>The council is mindful that this figure may not be a full and true representation of usage.</p>	<p>There is no potential negative or disproportionate affect on pregnancy and maternity expected by this service review. However, the council will, as far as possible, monitor the use of public conveniences to ensure no protected characteristic group (or other hard to reach or socially excluded group) are negatively impacted.</p>

Transgender	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on transgender people	The potential impact of gender dysphoria on individuals may result in Trans people not wishing to use public conveniences for fear of being a hate crime/incident target or harassment.	Consultation views support accessible public conveniences and reintroducing the comfort scheme. Accessible public conveniences should positively impact transgender people. The council does not advocate the use of disabled cubicles by transgender people but will monitor use in the short term to establish the level of impact.

Marriage and Civil Partnership	Impact or potential impact	Actions to mitigate
Identify the impact/potential impact of the service on Marriage and Civil Partnership.	None	There is no disproportionate or negative affect identified by this proposal in terms of marriage and civil partnership

It is essential that you now complete the action plan. Once your action plan is complete, please ensure that the actions are mainstreamed into the relevant Thematic Service Development Plan.

3. Action Plan

Action	Lead Person	Target for completion	Resources needed	Service Development plan for this action
Monitor, as far as possible, disabled use of public conveniences.	John Clarke, Cleaner Streets Operational Officer	Within twelve months of any reduction in service provision taking place to allow for whole seasonal analysis.	Monitoring system to be developed to take into account sensitivities of service.	Streetworks
Monitor, as far as possible, the use by age of public conveniences.	John Clarke, Cleaner Streets Operational Officer	Within twelve months of any reduction in service provision taking place to allow	Monitoring system to be developed to take into account sensitivities of	Streetworks

		for whole seasonal analysis.	service.	
Monitor, as far as possible, pregnancy and maternity use of public conveniences.	John Clarke, Cleaner Streets Operational Officer	Within twelve months of any reduction in service provision taking place to allow for whole seasonal analysis.	Monitoring system to be developed to take into account sensitivities of service.	Streetworks
Monitor, as far as possible, the use by transgender people of public conveniences.	John Clarke, Cleaner Streets Operational Officer	Within twelve months of any reduction in service provision taking place to allow for whole seasonal analysis.	Monitoring system to be developed to take into account sensitivities of service.	Streetworks

Please outline the name of the independent person (someone other the person undertaking the EIA) countersigning this EIA below:

Paul Williams, Equality and Engagement Officer

Please outline how and when this EIA will be monitored in future and when a review will take place:

Should BCBC's cabinet approve proposals for change, they will be implemented in the late summer or early autumn of 2015. Following implementation the monitoring actions outlined above will be put into practice. Use of the disabled cubicles can be sampled using electronic equipment which will count the users, and the other user categories will be monitored by attendants. A report of usage by the various groups will be produced annually and published via the BCBC website. Copies will be circulated to relevant interest groups and their comments will be welcomed. Any suggestions for improvements that can be accommodated within financial constraints will be incorporated into the Streetworks Service Development plan.

Signed:

Date:

4. Publication of your results and feedback to consultation groups

It is important that the results of this impact assessment are published in a user friendly accessible format.

It is also important that you feedback to your consultation groups with the actions that you are taking to address their concerns and to mitigate against any potential adverse impact.

Please send completed EIA form to the [Equalities Team](#)