

## Equality Impact Assessment: Conversation Screening Tool

|                                                                                         |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |
|-----------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>What is being reviewed?</b>                                                          | Remodelling of Poole Civic Centre – a vertical slice of Poole Civic Centre is being severed to create a standalone building                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |
| <b>What changes are being made?</b>                                                     | A vertical slice of Poole Civic Centre is being remodelled for retention as a civic building in Poole, to be used by Poole Charter Trustees and the Coroners service                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |
| <b>Service Unit:</b>                                                                    | Resources - Transformation                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
| <b>Participants in the conversation:</b>                                                | Matti Raudsepp, Julian Osgathorpe, Poole Charter Trustees, Mike Morris, Beccy Brookwell, Richard Jones, Liz Hall, Dorset Council, Graham Farrant, Matt Prosser, Stephen Dunhill, Drew Mellor, Rachael Griffin, Mark Anderson                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <b>Conversation date/s:</b>                                                             | Throughout Jan to August 2021                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Do you know your current or potential client base? Who are the key stakeholders?</b> | Poole Charter Trustees, Dorset Coroner Service, Dorset Council, Service Users                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| <b>Do different groups have different needs or experiences?</b>                         | <p>We will consider all equality requirements and ensure that the building is DDA (Disability Discrimination Act) compliant. There is a lift to ground and first floor and the entrance is fully accessible. We will be adding appropriate accessible toilet facilities. When design has reached an appropriate stage we will engage with DOTS Disability company and incorporate recommendations in existing design. It is proposed that the Staff toilets will be unisex and the visitor toilets will be male and female due to security concerns from Coroner.</p> <p>The current design does not incorporate a 'changing places' facility as there is one in Poole Dolphin Centre – which will become the customer contact centre/library in Poole area.</p> <p>Considerations for each different group below:</p> <ul style="list-style-type: none"> <li>• <b>age</b> (young/old) – there are existing hearing loops</li> <li>• <b>disability</b> – ease of use of building – accessible rooms, lifts and accessible toilets, technology available to dial in meetings and in coroner courts. Accessible car parking bays at front of building. Main doors are powered and open automatically with card.</li> <li>• <b>gender reassignment</b> – appropriate toilet facilities – unisex toilet available</li> <li>• <b>marriage and civil partnership</b> – the building is not currently licenced for weddings, but will be considered for a future use</li> <li>• <b>pregnancy and maternity</b> – consideration is being given to include a baby changing area.</li> <li>• <b>race, religion or belief</b> – there will not be a contemplation room as do not believe it is required for building of this size and purpose – though rooms can be booked by individuals if required.</li> <li>• <b>gender, sexual orientation</b> – appropriate toilet facilities</li> </ul> |

|                                                                                                              |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |
|--------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|                                                                                                              | <ul style="list-style-type: none"> <li><b>members of the armed forces community</b> – any military services currently undertaken in the building will continue via ongoing civic connections</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                  |
| <b>Will this change affect any service users?</b>                                                            | <p>Yes – service users of Coroners Service and attendance at Coroner Inquests in Bournemouth will have to attend the Coroners Service and Court in Poole.</p> <p>Poole Charter Trustees – should be no impact for use of building – same square footage of space (apart from time when building is being remodelled and will not be occupied) – same access for events and meetings</p>                                                                                                                                                                                                  |
| <b>What are the benefits or positive impacts of the change on current or potential users?</b>                | <p>Attendance at Coroner inquests – good transport links bus, cycle; more readily accessible; new location more central to provide Dorset wide service; larger space and rooms more fit for purpose with dual usage better managed with more discreet space options.</p> <p>Poole Charter Trustees – no change in size of space – but refreshed and redecorated area</p>                                                                                                                                                                                                                 |
| <b>What are the negative impacts of the change on current or potential users?</b>                            | <p>Maybe less availability to use space for other uses, such as community use etc – as will have to fit around Coroners commitments daily from 08:00-17:00 hrs Monday-Friday. The Asset management strategy and plan will help identify buildings which can be used for community use if there is a need.</p>                                                                                                                                                                                                                                                                            |
| <b>Will the change affect employees?</b>                                                                     | <p>Coroners employees will have to be relocated from Bournemouth Town Hall to Poole – this will affect up to 18 employees (including the Senior Coroner and Area Coroner) with up to 5 Assistant Coroners when called upon to sit in on inquests. Parking arrangements are being thought through for officers and visitors. There will be accessible parking bays at the front of the building</p>                                                                                                                                                                                       |
| <b>Will the change affect the wider community?</b>                                                           | <p>Attendees at Coroner Inquests will have to go to Poole now, rather than Bournemouth however there are good transport links around the civic centre including frequent buses and cycle routes. Parking arrangements are being thought through for officers and visitors. There will be accessible parking bays at the front of the building.</p>                                                                                                                                                                                                                                       |
| <b>What mitigating actions are planned or already in place for those negatively affected by this change?</b> | <p>Need to communicate to users of Coroners courts that changes will be happening and that the Court will be moving to Poole – outline changes and how to get there etc</p> <p>Continued engagement with Charter Trustees regarding interim arrangements while the space is being remodelled</p>                                                                                                                                                                                                                                                                                         |
| <b>Summary of Equality Implications:</b>                                                                     | <p>Please note - An EIA has been completed for the November 2020 Cabinet Report which outlined the remodelling of the BCP civic centre for officer accommodation (included with this report) The remodelling of the Poole Civic Centre is part of the overall Estates and accommodation programme.</p> <p>We will consider all equality requirements and ensure that the building is DDA (Disability Discrimination Act) compliant. There is a lift to ground and first floor and the entrance is fully accessible. We will be adding appropriate accessible toilet facilities. When</p> |

|  |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|  | <p>design has reached an appropriate stage we will engage with DOTS Disability company and incorporate recommendations in existing design. It is proposed that the staff toilets will be unisex and the visitor toilets will be male and female due to security concerns from Coroner. There will be accessible car parking bays at the front of the building.</p> <p>The current design does not incorporate a 'changing places' facility as there is one in Poole Dolphin Centre – which will become the customer contact centre/library in Poole area.</p> |
|--|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|