

## Equality Impact Assessment: Conversation Screening Tool

<b>What is being reviewed?</b>	Remodelling of the civic space (ie ground and 1st floor west wing) in BCP Council Civic Centre
<b>What changes are being made?</b>	<p>The civic space is being remodelled to improve accessibility for staff, visitors and hybrid meetings</p> <p>The Council Chamber is having seating increased so that it can seat all Councillors and appropriate technology introduced for hybrid meetings.</p> <p>A large, flexible meeting space is being created for social space/large council meetings.</p> <p>Unisex toilet and appropriate baby change facilities (toilets updated and refreshed)</p> <p>Redecoration of key meeting rooms</p>
<b>Service Unit:</b>	Resources - Transformation
<b>Participants in the conversation:</b>	Matti Raudsepp, Julian Osgathorpe, Member Working Group (Cllr Drew Mellor, Cllr Anne Filer, Cllr Marcus Adams, Cllr Diana Butler) Bournemouth Charter Trustees, Beccy Brookwell, Richard Jones, Matt Pitcher, Paul Collins
<b>Conversation date/s:</b>	Throughout Jan to September 2021
<b>Do you know your current or potential client base? Who are the key stakeholders?</b>	Bournemouth Charter Trustees, Legal and Democratic (Richard Jones), Registrars (Matt Pitcher), Member Working Group, Service Users
<b>Do different groups have different needs or experiences?</b>	<p>We will consider all equality requirements and improve accessibility where we are able to do so. There are 4 areas in the west wing where it is proposed to improve accessibility, one of which involves extending an existing lift. We will be updating toilet and baby change facilities. DOTS Disability, a local charity with an expertise in accessibility will be consulted with during the design process to ensure designs are as inclusive as possible.</p> <p>The current design does not incorporate a 'changing places' facility as it is proposed to include one in the remodelled Bournemouth library– which will become the customer contact centre/library in the centre of Bournemouth.</p> <p>Considerations for each different group below:</p> <ul style="list-style-type: none"> <li>• <b>age</b> (young/old) – The use of the areas is not age restricted, baby change facilities will be available</li> <li>• <b>disability</b> – ease of use of building – accessible rooms, lifts and accessible toilets, technology available to dial in meetings. Accessible car parking bays at front of building. Main doors are powered and open automatically with card. there are existing hearing loops, which will updated as necessary The refurbished building will allow independent access as much as possible.</li> <li>• <b>gender reassignment</b> – appropriate toilet facilities – unisex toilet available</li> </ul>

	<ul style="list-style-type: none"> <li>• <b>marriage and civil partnership</b> – the building is licenced for weddings and the remodelling of the space enables more scope for weddings and functions</li> <li>• <b>pregnancy and maternity</b> – there will be an updated baby changing area.</li> <li>• <b>race, religion or belief</b> – there is a contemplation room for officers in the basement of the east wing of the BCP civic building</li> <li>• <b>gender, sexual orientation</b> – appropriate toilet facilities</li> <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 – while the building is being remodelled there will not be any weddings/functions/ council meetings in the building. Following the remodelling of the building the BCP Civic space will offer enhanced facilities for service users. Meeting spaces will be used more flexibly.</p> <p>(note - the coroners service will be relocated to Poole civic – this is outlined in a separate Cabinet Report and EIA)</p> <p>There are many dependencies between the different projects within the E&amp;A programme. The build work is being planned so that transition between the buildings has been considered, eg BCP civic council chamber needs to be updated by end of May so that Poole civic can close and council meetings held in Bmth. Also the Poole civic vertical slice need to be completed so that the coroners can transition into their new space before major structural works are undertaken in the BCP civic centre.</p>
<b>What are the benefits or positive impacts of the change on current or potential users?</b>	<p>Following the remodelling of the building the BCP Civic space will offer enhanced facilities for service users and be fully accessible. Meeting spaces will be used more flexibly and there will be a large meeting room available. The meeting rooms, including the Council Chamber and HMS Phoebe, will have appropriate technology for hybrid meetings. The Council Chamber will be able to seat all Councillors. Key meeting areas will be refreshed and redecorated as well as the toilets and baby change area.</p> <p>Bournemouth Charter Trustees – it has been agreed that the Bournemouth Charter Trustees will no longer use the mayoress parlour exclusively. This will now be a multi functional space. Memorabilia will be kept in situ though space needs to be made for BCP Council honours boards.</p>
<b>What are the negative impacts of the change on current or potential users?</b>	<p>While the building (west wing) is being remodelled there may be a period of time when the west wing has to close and there will not be any weddings/functions/ council meetings in the building. The project team will continue to liaise with service users to ensure that any building closure is well communicated and minimises disruption.</p>
<b>Will the change affect employees?</b>	<p>Employees may not be able to use this area of the building while it is being remodelled. The build approach and timeframe will need to be worked through with the building contractor but we will aim to minimise disruption.</p>
<b>Will the change affect the wider community?</b>	<p>When the Coroners service moves to Poole (estimated end 2022), attendees at Coroner Inquests will have to travel to Poole, however there are good transport links around the Poole civic centre</p>

	<p>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. (covered in separate Cabinet report and EIA).</p> <p>There may be a period of time when the west wing is closed for build works – this will need to be well communicated to the wider community in advance and interim arrangements proposed.</p>
<p><b>What mitigating actions are planned or already in place for those negatively affected by this change?</b></p>	<p>Engagement with Bournemouth Charter Trustees and service users regarding interim arrangements while the space is being remodelled</p>
<p><b>Summary of Equality Implications:</b></p>	<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 BCP Civic space is part of the overall Estates and accommodation programme. An EIA was also completed to support the Cabinet report for Poole civic space.</p> <p>We will consider all equality requirements and improve accessibility where we are able to do so. There are 4 areas in the west wing where it is proposed to improve accessibility, one of which involves extending an existing lift. We will be updating toilet and baby change facilities. DOTS Disability, a local charity with an expertise in accessibility will be consulted with during the design process to ensure designs are as inclusive as possible.</p> <p>The current design does not incorporate a 'changing places' facility as it is proposed to include one in the remodelled Bournemouth library– which will become the customer contact centre/library in the centre of Bournemouth.</p> <p>Additional information – please refer to supporting Cabinet report including Appendix outlining proposed layout of space.</p>