

BEAUFORT BUSINESS CENTRE REDEVELOPMENT
EQUALITY IMPACT ASSESSMENT CONSULTATION - JULY 2013
WRITTEN CONTRIBUTIONS

The following written contributions have been made to the BBC EIA consultation exercise by those not able to take part in the 18th July event:

Wayne Sills – Chair, Lesbian, Gay, Bi-sexual & Transgender Employee Network

- i) Has consideration been given to installation of panic alarm buttons in room / under desks – if safety is an issue – for CCTV to work properly and for help to arrive quickly – you require someone to sit and monitor / act (is this possible with limited resource). Panic alarm can ring in a nearby office / control room.
- ii) Meeting Rooms for Independent Reviewing Officers – Add Racecourse Sports Pavilion Community Room to list of available rooms.
- iii) LGBT staff / customers – need to ensure staff are aware of specific issues / requirements especially around Trans customers so they can positively respond to any query regarding use of toilet facilities. Also some customers may not be welcoming of visible LGBT individuals.

Keith Venables – Co Chair, Disabled Employee Network

In brief, following a discussion at the most recent DEN about moving to BBC, I wish to make the following remarks:

Firstly, and most obviously, all disabled employees need to be treated individually; there are a range of needs. However, experience of the new Council House (as well as the research) makes it clear that hot desking and not having personal storage space does not suit many disabled employees. Of course, this is a significant concern for many non-disabled employees, too.

The standard environment, including hot desking, causes problems with concentration (as people pass by), temperature control and lighting, post-modern design (which looks great, but is hard to work in). We need to ensure the work spaces are not too white, too bright.

Private space to work in will be crucial and although this is unlikely to be available all the time, a considerable amount of non glass fronted private space will be important

to enabled disabled employees to work efficiently. It has always been the case that reasonable adjustments for disabled people usually positively affect everyone.

I note the comments made about hearing and sight impairments but would wish to add that issues about communications difficulties, diabetes, asthma and other impairments need to be considered. We should look to the social model of disability to guide us.

I am happy to discuss this personally with anyone and will copy it in to colleagues in BBC consulting over BBC. Finally, I would like to join the Assessment Group.

Tariq Iqbal – Black Employee Support Network

Would be good to have equality breakdowns of people moving into the building here. You'll probably get disability, age, ethnic origin, sexuality.

Any service specific service user information?

Use this source of info census 2011

<http://www.derby.gov.uk/media/derbycitycouncil/contentassets/documents/reports/DerbyCityCouncil-Population-Profile-April-2013.pdf>

Age - 18k increase in Derby's population 7.8%. 5.5k increase amongst 20-29yr olds

Gender – positive impact – yes. There may be some cultural implications around gender where options for segregational seating in waiting areas or female only toilets may be required.

Marriage/Civil Partnership – positive impact – yes. As a stonewall champion we will endeavour to always create an environment where people are open and out.

Race – positive impact – yes. BME population has significantly increased across the city from 15.7 to 24.7% so will need to consider interpretation and translated materials, signage, and meeting requests from non English speaking customers.

Religion Belief or none – positive impact - yes. Muslim population has shown the largest increase in Census 2011 amongst faith groups so will need to accommodate service user requests for availability of wudu and prayer room(s) from visiting customers and staff and catering arrangements (should catering be made available in the new building).

Sexuality & Transgender – positive impact - yes. We are increasing monitoring of service users to make sure environment is more LGBT friendly.

Quiet room and wudu facility– be made available for staff and service users wanting to pray and perform wudu or have some quiet time for personal reflection. Can't have a dual purpose room without seeking the potential use of room should staff and

visiting customers need this. In the absence of room(s) currently, there may be a need in the new and it is now generally seen as good practice to make provision for this.

Secure reception – seating made available that can be segregational.

Car park appropriately designed to meet needs of disabled customers, parents with infant children and staff

Signage – appropriate signage to be installed and welcoming through use of multiple languages

Opaque glassed rooms for privacy from onlookers and passers by due to some meetings potentially being distressful?

Consideration of e.g. vegan, halaal options and items to be available for a diverse workforce (we missed a trick at Council House!)?

10 How do you plan to monitor the equality impact of the proposals, once they have been implemented?

Utilise expert equality advice across all areas from Lead on equality

Surveys, focus groups, post move tours

Involvement of service user groups, affected employees and employee networks from the outset

Internet FAQ's for people affected by moves (adopting the council house workstyle comms model)

Equality Adjustment Action Plan:

Reasonable Adjustments – add customer needs

Parking Survey – add meeting needs of service users with infants.

Signage – add multi lingual & include BESN in consultation.

Induction loops – need to be portable

Child Friendly spaces – welcoming of all backgrounds.

Quiet Room & wudu area – amend to say: Consult with affected staff, BESN, Equalities Lead, Faith Network, FM and service users on development of policy for use of a wudu and quiet area

And: Ensure provision of a quiet room and wudu area for staff wanting to pray or needing quiet personal time.

Add:

Privacy Rooms: Make provision for opaque glassed rooms for potential private distressful meetings.

Reception Area - Ensure reception area is accessible, welcoming with clear signage in multiple languages, enables segregational seating, has a lowered counter for wheelchair users and has plenty of light.