

Equalities Impact Assessment: Full Assessment

Before completing this form you should have completed an Equalities Screening Tool and had sign off from your Head of Service and the Fairness and Equality Team.

This Equality Impact Assessment should be completed where the Screening Tool identifies a potentially negative impact on one or more specific groups but it can also be used to highlight positive impacts.

Summary of proposal

Name of proposal	Replacement of Automated Public Conveniences
Reference number (if applicable)	2223-0289
Service Area	Corporate Landlord Services
Date assessment completed	9/12/2022

Before completing the EQIA please read the guidance and FAQs. For further help and advice please contact equalities@islington.gov.uk.

1. Please provide a summary of the proposal.

Please provide:

- Context on how the service currently operates (if relevant) and the scope of suggested changes
- The intended beneficiaries and outcomes of the proposal
- Reference to any savings or income generation

A review of 7 Automated Public Conveniences (APC) in the borough was carried out in April 2022 by the current maintenance company, from which it emerged that they are either in need of urgent repairs or replacing.

All the units are old and outdated, they are not reliable and require a lot of maintenance. Due to the age of the units, replacement parts are hard to find, meaning that in the long run it will only get more difficult to repair them.

Site name	Site address
1. Holloway Road Automated Public Convenience	Junction of Holloway Road/Camden Road N7 0RN
2. Seven Sisters Road Automated Public Convenience	Seven Sisters Road (near junction with Fonthill Road) N4 3GG
3. Highbury Crescent Automated Public Convenience	Highbury Crescent (near Highbury Pool) N5 1RN
4. Highbury Fields Automated Public Convenience	Highbury Fields Tennis Courts (off Church Path) N5 1QL
5. Islington Green Automated Public Convenience	Islington Green (Essex Road) N1 8DU
6. City Road Automated Public Convenience	Junction of City Road/Central Street EC1V 8AY
7. Newington Green Automated Public Convenience (to be dealt with separately)	Newington Green N16 9PX

The current status of the unit is pretty dire, as of 3rd November 2022 only one unit was working regularly, one unit has been condemned indefinitely and is not in line with building

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control requirements anymore (Islington Green), whilst the other ones are only working intermittently and require constant repairs and replacement of parts.

There has been more than one occasion where people got stuck in the facilities, due to malfunctioning of the automated doors.

A first step to remedy this situation was to award the service agreements to another company, which was also tasked to carry out a condition survey of the units, assess benchmark costs for either repairing or replacing the units and keep the functioning ones in operation.

The previous service provider was not maintaining the units up to standards and in a few cases it seems they carried out modifications not compliant with building regulations, compromising the safety of most units.

The unit report from the new service provider also highlighted that it may be more cost effective to replace them, to ensure units are compliant with the latest accessibility requirements as per Approved Documents part M.

Site name	Benchmark retrofitting costs*	Benchmark replacement costs*	Works Proposed Replacement/Retrofit
1. Holloway Road Automated Public Convenience	£94,200	£74,000.00+transport	Replacement
2. Seven Sisters Road Automated Public Convenience	£94,200	£74,000.00+transport	Replacement
3. Highbury Crescent Automated Public Convenience	£94,200	£74,000.00+transport	Replacement
4. Highbury Fields Automated Public Convenience	£94,200	£74,000.00+transport	Replacement

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5. Islington Green Automated Public Convenience	Not feasible	£105,000,00 (for changing place)	Replacement to include a changing place and adjacent accessible toilet
6. City Road Automated Public Convenience	£94,200	£74,000.00+transport	Replacement
7. Newington Green Automated Public Convenience	£40,300.00	£94,185.00	Retrofit

*Costs refer to benchmark figures provided by the current service provider in April 2022.

By replacing the units, we will ensure that we provide residents with newly functioning units that are safe to use, and do not require constant fixing and interruption of the service.

All the facilities will:

- be fully accessible in compliance with the Approved Document Part M2 and BS8300;
- have secure access;
- have controlled access;
- have contactless and cash payment systems;
- have non gender specific, neutral signage.

All units should be fitted with the following as a minimum

- stainless steel, anti-vandal sliding door
- vandal proof light signalling 'free/engaged/out of service'
- access control with coin machine and card reader
- emergency call button and/or pull chord
- fireproof, vandal proof hygienic internal cladding
- automatic remote signalling if unit is faulty/out of order
- externally accessible, vandal proof technical panel.
- Non-slip, hygienic, fire-resistant flooring
- automatic lights

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- stainless steel wash hand basin
- heated water taps with hand sensor
- wall-hung, self-cleaning toilet with flush sensor
- hand dryers with hand sensor
- anti-vandal, high security mirror
- soap dispensers with hand sensor
- stainless steel, vandal proof and fireproof waste bin
- stainless steel handrails and grabrails.
- bins for sanitary products and waste
- shower heads next to the toilets, for menstrual washing and faith purposes.
- Contrasting colour scheme to enhance visibility for partially sighted people

All FF&Es need to be compliant with AD part M2 and BS8300.

Signage will be gender neutral, and will be of appropriate size and include tactile writing for visually impaired people.

2. What impact will this change have on different groups of people?

Please consider:

- Whether the impact will predominantly be external or internal, or both?
- Who will be impacted – residents, service users, local communities, staff, or others?
- Broadly what will the impact be – reduced access to facilities or disruptions to journeys for example?

The impact of carrying out the works will be predominantly external. Impact should only be for about 8 weeks for each location, in which time units will not be available to use. Closures will affect service users and local communities which will not be able to access the facilities during this time. This could have a broader impact on these groups, affecting their mobility, comfort and independence.

However, as stated in section 1, the existing units are not functioning most of the time, with 1 in particular - Islington Green - being permanently condemned.

A few units are located on red routes managed by Transport for London (TFL), meaning there may be disruptions to traffic and bus stops that may temporarily affect commuters whilst works are being carried out (Islington Green, Holloway Rd, Camden Rd, Seven Sisters Rd and City Rd).

In particular, the facility on Seven Sisters Rd is near UCKG Help centre and Muslim Welfare House, so people attending these venues may experience some traffic disruptions during the works. However, it is expected it to be limited as the facility is not located near bus stops, or train/underground stations.

The facilities at Highbury Fields and Highbury Crescent are close to the tennis courts at Highbury fields, and Highbury Leisure centre. The units are currently working only intermittently, so despite the disruption of the works, the replacement of these units is much needed as Highbury fields is a busy location.

The unit at Islington Green is very central and in a busy area of the borough, close to the Business Design Centre and Chapel Market. The unit is in proximity of a bus stop that may need to be closed for at least some of the duration of the works. The unit has already been condemned and not been in operation for more than 6 months, so in this case it will be a matter of restoring the service, rather than interrupting it temporarily.

The facility at Newington Green serves mostly people who attends the park. Works at this location will be carried out within the existing building, with foreseen limited disruption on traffic. The unit has been out of service for a few months already, and the maintenance company has been trying to repair this unit with little success.

The facility at the crossroads between City Rd and Central St is not located near a bus stop, however it is likely that some disruption will be caused to vehicles, in particular the ones riding to and from Central St, and Macclesfield Rd

The facility on Tollington Rd is also currently closed. It is not expected much disruption from the works at this location as the unit is located on a very wide pavement, and it is not in proximity of any bus stop. The area around this unit is predominantly residential, in proximity of Holloway Road, supermarkets and department stores, and London City Islington College.

As part of the Statutory requirements, TFL will be informed of the works, and any coordination required will be part of the conditions for awarding the contracts and will be included in the information to tender package.

As the units are built off site, the works at each location should be carried out quickly within 8 weeks for each location.

The benefits of carrying out the replacements will far outweigh any temporary disruption that the works may cause, as they units will reinstate a reliable, safe to use 24/7 access to toilet facilities.

Frontline Council staff with protected characteristics might also use these facilities when undertaking their work, so it is essential that these units are in operation and provide a reliable service. Staff will be made aware of when these units will be unavailable for carrying out the construction works.

3. What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

This section of the assessment looks in detail at the likely impacts of the proposed changes on different sections of our diverse community.

3A. What data have you used to assess impacts?

Please provide:

- Details of the evidence used to assess impacts on people with protected characteristics and from disadvantaged groups (see guidance for help)
- A breakdown of service user demographics where possible
- Brief interpretation of findings

The project wants to reinstate the automated toilet provision around the borough, which is currently operating at very limited capacity and intermittently.

We do not have data to show usage of the toilets, however there has been a few complaints from residents and Members and we know these facilities are important as they are the only ones in the borough that are accessible 24/7.

We presume the most detrimental effects of the closure for works would be on people with the following protected characteristics: disability, age, pregnancy or maternity, menstruation and menopause. More specifically, people with mobility issues, older age groups and people with bladder and bowel conditions. This change could also acutely impact people who are experiencing homelessness. It is anticipated that service user demographics will reflect the demography of the borough.

However, because of the poor state of these units, they are already inaccessible most of the time, so these works are essential for delivering an acceptable level of service.

Minor disruptions might be caused by the works carried out on the units on red line routes, close to bus stops which have the potential to negatively impact people who walk, cycle, use public transport or drive vehicles on local road networks. However, these will be addressed with some assistance from Transport for London (TFL), once a spatially coordinated design is submitted for planning approval. Any condition proposed by TFL in this regard will be part of the tender information package for awarding the design, build and operate contracts.

Offsite construction methods will allow to complete the works in a much shorter timeframe than traditional construction methods, reducing disruption to the public considerably.

The existing units will be lifted and transported off site, rather than demolished on site, and replaced with prefabricated units, which will only need to be installed, rather than built, on site.

We expect TFL to dictate the mitigating actions once we have submitted the planning applications as part of the statutory consultations. Those conditions will inform the tender requirements which will need to be satisfied by the successful bidder.

Mitigating actions might include restricting works in certain days at certain times, relocating bus stops for the duration of works if possible.

3B: Assess the impacts on people with protected characteristics and from disadvantaged groups in the table below.

Please first select whether the potential impact is positive, neutral, or negative and then provide details of the impacts and any mitigations or positive actions you will put in place.

Please use the following definitions as a guide:

Neutral – The proposal has no impact on people with the identified protected characteristics

Positive – The proposal has a beneficial and desirable impact on people with the identified protected characteristics

Negative – The proposal has a negative and undesirable impact on people with the identified protected characteristics

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Age	Positive and Negative	<p>Positive – new state of the art facilities</p> <p>Negative -temporary closures, possible disruptions to commuters/traffic</p>	<p>Positive: new, safe and reliable facilities, in line with the latest accessibility requirements.</p> <p>Negative: temporary closures will have a limited impact as all the units are either closed or currently working intermittently – the replacement will address this issue.</p> <p>Disruptions to traffic will be mitigated in accordance with TFL’s provisions.</p>

<p>Disability (include carers)</p>	<p>Positive and Negative</p>	<p>Positive – new state of the art facilities</p> <p>Negative -temporary closures, possible disruptions to commuters/traffic</p>	<p>Positive: new, safe and reliable facilities, in line with the latest accessibility requirements, such as increasing the clear opening width from 890mm to 1000mm, and manouvering space in line with AD M2 provisions</p> <p>Negative: temporary closures will have a limited impact as all the units are either closed or currently working intermittently – the replacement will address this issue.</p> <p>Disruptions to traffic will be mitigated in accordance with TFL’s provisions.</p> <p>No foreseeable negative impact should affect people after implementation of the scheme.</p>
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Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Race or ethnicity	Neutral		

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Religion or belief (include no faith)	Neutral		The works may impact people who attend UCKG Help centre and Muslim Welfare House, near facility at Fonthill road, however we do expect limited disruption on traffic as the facility is not located near bus stops, or train/underground stations.
Gender and gender reassignment (male, female, or non-binary)	Neutral		The facilities will not be gender specific, in line with the existing facilities, which are not gender specific. Signage for the units will be neutral.

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Maternity or pregnancy	Positive and Negative	<p>Positive – new state of the art facilities</p> <p>Negative - temporary closures, possible disruptions to commuters/traffic</p>	<p>Positive: new, safe and reliable facilities, in line with the latest accessibility requirements.</p> <p>Negative: temporary closures will have a limited impact as all the units are either closed or currently working intermittently – the replacement will address this issue.</p> <p>Disruptions to traffic will be mitigated in accordance with TFL’s provisions.</p> <p>No foreseeable negative impact should affect people after implementation of the scheme.</p>

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Marriage or Civil Partnership	Neutral		

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Sex and sexual orientation	Neutral		<p>Positive: new, safe and reliable facilities, in line with the latest accessibility requirements.</p> <p>Negative: temporary closures will have a limited impact as all the units are either closed or currently working intermittently – the replacement will address this issue.</p> <p>Disruptions to traffic will be mitigated in accordance with TFL’s provisions.</p> <p>No foreseeable negative impact should affect people after implementation of the scheme.</p>

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Marriage or civil partnership	Neutral		

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
<p>Other Age (e.g. elderly) (e.g. people living in poverty, looked after children, people who are homeless or refugees)</p>	<p>Positive and Negative</p>	<p>Positive – new state of the art facilities</p> <p>Negative - temporary closures, possible disruptions to commuters/traffic</p>	<p>Positive: new, safe and reliable facilities, in line with the latest accessibility requirements.</p> <p>Negative: temporary closures will have a limited impact as all the units are either closed or currently working intermittently – the replacement will address this issue.</p> <p>Disruptions to traffic will be mitigated in accordance with TFL’s provisions.</p> <p>No foreseeable negative impact should affect people after implementation of the scheme.</p>

4. How do you plan to mitigate negative impacts?

Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

The current service provider maintaining and operating the units has been working continuously to keep the units in operation as long as possible. Engineers from Italy (where the manufacturer of the units is based), were also flown in to try fixing the units and keep them in operation until the new units are instated.

Disruptions to traffic will be mitigated in accordance with TFL's provisions.

No foreseeable negative impact should affect people after implementation of the scheme.

5. Please provide details of your consultation and/or engagement plans.

Please provide:

- Details of what steps you have taken or plan to take to consult or engage the whole community or specific groups affected by the proposal
- Who has been or will be consulted or engaged with
- Methods used or that will be used to engage or consult
- Key findings or feedback (if completed)

Engagement with the public will be carried out as part of the statutory requirements for planning permission.

No additional engagement is deemed necessary for two main reasons:

- The need to replace the units as quickly as possible,
- The new units are only a replacement of the existing provision.

6. Once the proposal has been implemented, how will impacts be monitored and reviewed?

Please provide details in the table below.

Action	Responsible team or officer	Deadline
Post Project Review	Orazio De Francesco (PM)	27/10/2023
Continued maintenance and operation oversight	Noel Haedon Group Manager - Depot and Special Projects	After handover of each site (09/2023)

Please send the completed EQIA to equalities@islington.gov.uk for quality checking by the Fairness and Equality Team. All Equality Impact Assessments must be attached with any report to a decision-making board and should be made publicly available on request.

This Equality Impact Assessment has been completed in accordance with the guidance and using appropriate evidence.

Member	Name	Signed	Date
Staff member completing this form	Orazio De Francesco		9/12/2022
Fairness and Equality Team	Safia Ismail		04/01/2023
Director or Head of Service	John Reynolds		13/12/2022