

Equality Impact Analysis Form (EqIA)

Introduction:

Where appropriate, this form should be completed by the service team, lead officer or author in consultation with other officers, Members and service users. Additionally, consideration of the effect and impact of the Council's policies, projects, initiatives or actions on all of its communities, should ensure that the Council promotes equality and access to services (taking *positive action* where possible) and does not impose any negative impact on the Council's communities or visitors.

Furthermore, service users, representational groups and partners should be consulted to inform the Equality Impact Analysis process as necessary.

Part 1

Service conducting EqIA	<i>Operations – Southwold Harbour</i>
Policy / Project / Initiative or Action	<p><i>Southwold Harbour Lands (SHL) Joint Committee (JC) Review</i></p> <p><i>To revisit the JC resolutions from 2015 that the new governance model for the Southwold Harbour Lands should be a charitable company which takes over the statutory function of harbour authority, in view of:</i></p> <p><i>(a) the difficulties which have been encountered with that model; and</i></p> <p><i>(b) the suggestion that the JC rescinds the 2015 resolutions and prepares to take on a new role (in line with its existing terms of reference) of consulting with professional advisers and stakeholders and advising on proposals for a harbour management committee (HMC) to enable short term governance improvements in line with the Ports Good Governance Guidance (PGGG) and design proposals for medium term improvements by way of an application for a Harbour Revision Order or the like, addressing:</i></p> <ul style="list-style-type: none"> <i>• Future ownership,</i> <i>• Long term sustainability,</i> <i>• Responsibility,</i> <i>• Liability and</i> <i>• Delivery.</i> <p><i>It is proposed that the JC arranges a consultation exercise to obtain and consider representations from potentially interested persons (stakeholders) before deciding how to proceed.</i></p>
Date of Assessment	<i>6th November 2018</i>

Part 2 of this form is to be used as a prompt for considering the wider and specific impacts on our communities of any policy, action or decision taken.

Part 2

	Groups	Likely Impact (positive and/or adverse)
a	Age (Includes	<i>This project is community based and stakeholders will</i>

Version

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Copy of completed EqIA forms to be forwarded to Principal Service Manager (Community Development & Performance) ext 3605.

	safeguarding issues)	<p><i>include caravan site users, harbour users (private and commercial), Coastguard officials, the RNLI, visitors, workers, local communities and residents of all ages. The SHL is accessible to all and will be subject of H&S legislation and regular review to ensure the safety and well being of users. Safeguarding training is required for all Council staff, including those employed at the SHL.</i></p> <p><i>The project will not adversely affect the status quo and should ultimately help to improve it, because:</i></p> <p><i>(a) the previously proposed charitable model has run into difficulties which have prevented its implementation and have indicated that it is not appropriate, leaving the SHL continuing to be managed solely by officers of Waveney District Council, largely in consultation with the Southwold Harbour and River Blyth Users Association, a group of individuals who hold themselves out as representing harbour users, and Southwold Caravan Owners Association, who represent users of the caravan site;</i></p> <p><i>(b) the proposed HMC would be as well or better placed than the previously proposed charitable model (which anticipated an open process to recruit people to act as directors and trustees, subject to the legal restrictions on charity trustees) to ensure equality of access for stakeholders because external appointees to a HMC would be engaged following open advertisement in accordance with the PGGG (the same type of open process as that expected under the charitable model); and</i></p> <p><i>(c) it is proposed that the JC would make engagement arrangements to consult stakeholders on the governance and general improvements (which may improve improved access arrangements) to be planned for the SHL.</i></p>
b	Belief/Religion/ Faith	<p><i>There is no restriction on access to SHL. People of all denominations and belief are welcome to visit and participate in services provided.</i></p> <p><i>Project assessment is the same as (a) above.</i></p>
c	Socio-economic Status	<p><i>Access to the SHL is without charge, other than for Marine Services. There is no requirement for expenditure once on the site.</i></p> <p><i>Project assessment is the same as (a) above.</i></p>
d	Disability (Physical, sensory, learning, mental and physical health	<p><i>The Harbour Lands are accessible to all, irrespective of disability. As a geographical area it is traversable by those who may have problems with mobility. Parking is available, with usual conditions, for mobility badge holders. Users of marine services will be subject to assessment and assistance by the Harbour Master on an individual basis, to</i></p>

		<p>determine appropriate use of facilities, such as disembarking from vessels etc</p> <p>Project assessment is the same as (a) above.</p>
e	Ethnicity/Race/Nationality (including Gypsy Travellers)	<p>The SHL is freely accessible to people of all ethnicity, race and nationality. Restrictions are in place to prevent overnight residence in caravans, which may unduly impact on Gypsy Travellers but is enforced for all users. Language barriers for marine users, who may be obliged to communicate with the Harbour Master, will be overcome on an individual basis, by the Harbour Master.</p> <p>Project assessment is the same as (a) above.</p>
f	Gender (including transgendered and transsexual individuals)	<p>The SHL is accessible by people of all genders and sexual orientation</p> <p>Project assessment is the same as (a) above.</p>
g	Sexual Orientation	As above
h	Any other groups/issues (unemployed, homeless, refugees or asylum seekers, migrant workers, rural issues)	<p>There are no restrictions on access to SHL for any section of the community.</p> <p>Overnight rough sleeping for those that might be homeless, or any other member of the community, will be subject to relevant legislation. The Marine Management Organisation has procedures in place for asylum seekers, which the Harbour master and other staff are aware of. Employment on the SHL is subject of individual company policy and relevant legislation. Those staff responsible for management of the SHL are subject to Council policy</p> <p>Project assessment is the same as (a) above.</p>
i	Pregnancy & Maternity (or Paternity)	<p>Staff responsible for the SHL will be employed in accordance with Council policies. Other employment within the boundaries of the SHL will be via private companies, who will have their own policies but will be independently subject of relevant legislation</p> <p>Project assessment is the same as (a) above.</p>

Part 3

a	Is the policy, project, initiative or action subject to equality	No: As services are freely available to all, irrespective of race, gender or creed, no equality monitoring is deemed necessary.
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	monitoring?	However, it may be appropriate for the JC to consider equality monitoring when designing the arrangements for any new governance structure, whether or not that is a HMC.
b	If yes, how is the data collected/disseminated and where will it be discussed?	N/A
c	Has the Lead Officer consulted with any groups or sought information from them? What are the sources of data to inform this Policy?	No <i>Knowledge of (and enquiries made of Operations staff by) the Head of Operations.</i>

Part 4

a	Languages	<i>Language is not considered a barrier in respect of this project.</i>
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Part 5

Any changes proposed (including any comments from document owner)	
<ul style="list-style-type: none"> <i>A review of disabled access to jetties for Marine users will now be conducted to better understand parameters for their use.</i> 	

Part 6

Name	Signature	Date
<i>Kerry Blair – Head of Operations</i>	Kerry Blair	6th November 2018