

Equality Impact Assessment / Equality Analysis

(Version 4)

Item name	Details
Title of service or policy	Sustainable Economies Service – Better Moorings
Name of directorate and service	Sustainable Communities / Place Management
Name and role of officers completing the EqIA	Nicholas Lovelock (Project Manager – Better Moorings)
Date of assessment	06/12/2024

Equality Impact Assessment (or ‘Equality Analysis’) is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on people and different groups within our community. The main aim is to identify any adverse impacts (i.e. discriminatory or negative consequences for a particular group or sector of the community, and to identify areas where equality can be better promoted). Equality impact Assessments (EqIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EqIA) or Equality Analysis. **Not all sections will be relevant – so mark N/A any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council’s website following relevant service lead approval.

1.1 Identify the aims of the policy or service and how it is implemented

Key questions	Answers / notes
<p>1.1 Briefly describe purpose of the service/policy e.g.</p> <ul style="list-style-type: none"> ● How the service/policy is delivered and by whom ● If responsibility for its implementation is shared with other departments or organisations ● Intended outcomes 	<p>This project relates to the improved management and enforcement of Mooring within the region of Bath & North East Somerset Council. It will be delivered by the Better Moorings Project Manager (BMPM) with support from members of the Better Moorings Project Steering Group (BMPSPG). Membership of this Group includes officers from Sustainable Communities, Place Management and Resources Directorates.</p> <p>The intended outcomes of this project are to:</p> <ul style="list-style-type: none"> - identify the suitability of existing moorings, existing council powers for managing moorings, and council responsibilities, and - develop means of improving the council’s management abilities of the region’s mooring to harmonise with the activities of the regions inland navigation authority – Canal & Rivers Trust (CRT) - improve the safety of council moorings and reduce wastage of public funds caused by unauthorised moorings in unsafe locations and to unauthorised assets such as self-fixed mooring locations, riverside fencing, and safety grab lines and expenses such as the recovery of sunken boats, and - ensure that the council are able to effectively manage moorings.

	These initial activities will set the foundation for the development of a longer term regional mooring strategy.
<p>1.2 Provide brief details of the scope of the policy or service being reviewed, for example:</p> <ul style="list-style-type: none"> • Is it a new service/policy or review of an existing one? • Is it a national requirement?). • How much room for review is there? 	<p>This project will <u>review</u> the existing management of mooring within the region, particularly mooring to council owned land and un-registered land. It will focus on addressing the two key areas of unauthorised mooring to council land at Pulteney (Pulteney Weir to Widcombe Lock) and Twerton (South Cut of Weston Lock Island).</p> <p>This is not a national requirement, but lack of specific council powers to effectively manage mooring is a national issue.</p> <p>This project will review the council's existing powers to manage moorings, the ability to develop powers, existing issues arising from the lack of council powers and shortfall of responsibilities from other key river agencies, including CRT, and bring about the relevant changes to ensure that effective council management of mooring is possible.</p> <p>This is anticipated to include the development of proportionate and necessary powers, and implementation of an effective means of enforcing mooring. This will include permitted and prohibited areas for mooring.</p>
1.3 Do the aims of this policy link to or conflict with any other policies of the Council?	No.

2. Consideration of available data, research and information

Key questions	Data, research and information that you can refer to
2.1 What equality focussed training have staff received to	The Better Moorings Project Manager leading this work has received B&NES Equality Training, and Specialist Equalities & Inclusion support is being provided by the council's Corporate Equalities & Diversity Officer.

<p>enable them to understand the needs of our diverse community?</p>	
<p>2.2 What is the equality profile of service users?</p>	<p>A recent survey of boaters (September/October 2024) completed in the two areas of focus identified that:</p> <p>Age: 100% of respondents were between 36-55. Sex: 83.3% of respondents were Male. 16.6% of respondents were Female. Disability: 100% of respondents identified as not disabled. Ethnicity: 100% of respondents identified White Religion: 33.3% identified as Christian 33.3% identified as Preferring Not To Say 16.6% identified as Pagan 16.6% identified as having No Religion Pregnancy & Maternity: 100% were not pregnant. Marriage & Civil Partnership: 50% identified as not being in a civil partnership 16.6% identified as being in a civil partnership 16.6% identified as Prefer Not To Say. Sexual Orientation: 83.3% of respondents identified as Heterosexual. 16.6% of respondents identified as LGBT.</p> <p>As part of this survey, the purpose of mooring in these areas was also explored.</p>
<p>2.3 Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?</p>	<p>In addition to the recent 2024 survey, the last Boat Dwellers Accommodation Assessment (BDAA) was completed in 2022. This takes place every 5-6 years.</p> <p>Gaps in information were full consideration of protected characteristics, with only Age and Sex being considered for the BDAA, along with the question about 'life limiting health problems', which is unhelpful and ambiguous when identifying disabilities in-line with the definition contained within the Equality Act 2010.</p> <p>Differences were:</p>

	<ul style="list-style-type: none"> - Age Range for boaters, with the BDAA identifying that the wider boating community includes some children (under 18 years old) and some over 65s. - Sex with the BDAA identifying that the wider boater community has a 53:47% Male to Female ratio.
2.4 What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	Please refer to answers given to question 2.2.
2.5 If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equality considerations within this?	<p>Consultations will be planned to engage with the communities affected by this work. This is likely to take the form of community engagement visits, letters, and workshops. This will provide the council with the opportunity to obtain community feedback on its proposals that will inform its decision making.</p> <p>Equalities considerations will be included in the form of appropriate timings of events, disability accessible venues, and events taking place in close proximity to the areas that they are likely to have an impact on. This will ensure a minimal travel requirement for any members of the community who would like to take part and maximise the opportunity for members of the public to provide feedback.</p> <p>In-person events, online, phone, email – accessible formats, responding to the needs of the community and individuals.</p>

3. Assessment of impact: ‘Equality analysis’

Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:

- Meets any particular needs of equalities groups or could help promote equality in some way.
- Could have a negative or adverse impact for any of the equality groups

Key questions	Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what
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		steps have been or could be taken to address this
3.1 Issues relating to all groups and protected characteristics	Assessment made in September/October 2024 to understand the drive for people to moor in the areas of focus and identify any protected characteristics of the boating community.	No negative or adverse impacts identified to date.
3.2 Sex – identify the impact/potential impact of the policy on women and men.	This change of policy is likely to affect men and women to an equal degree. And is not likely to cause any unfairness between those of either gender sex.	No negative or adverse impacts identified to date.
3.3 Pregnancy and maternity	Assessment made in September/October 2024 identified that no members of the boating community in focus of this work, are, or have recently been pregnant.	No negative or adverse impacts identified to date.
3.4 Gender reassignment – identify the impact/potential impact of the policy on transgender people	Assessment made in September/October 2024 identified that no members of the boating community in focus of this work identify as transgender or have undergone any gender reassignment.	No negative or adverse impacts identified to date.
3.5 Disability – identify the impact/potential impact of the policy on disabled people (ensure consideration of physical, sensory and mental health needs/differences)	Assessment made in September/October 2024 identified that no members of the boating community in focus of this work are disabled.	Written and Verbal Formats of engagement should be taken in to account to ensure that disabled people are able to understand communications and able to provide their input. Suitable venues to ensure that Disabled parking is available, and all venues for community engagements are fully accessible.
3.6 Age – identify the impact/potential impact of the policy on different age groups	This change of policy is likely to affect people of all ages to an equal degree.	No negative or adverse impacts identified to date.

	<p>And is not likely to cause any unfairness between those of any age.</p> <p>To date, engagement has taken place via multiple formats inclusive of in-person interview, written survey, and online. This decision was made to promote engagement from boaters of all ages and not discriminate against any person.</p>	
<p>3.7 Race – identify the impact/potential impact on across different ethnic groups</p>	<p>Assessment made in September/October 2024 identified that all members of the boating community in focus of this work were White.</p> <p>From in-person engagement with all boaters, moored in all areas of focus, all boaters affected by this work are English speakers, able to understand English and provide meaningful responses.</p>	<p>Language could have been a barrier to engagement. If this was identified through completing the in-person pre-survey engagements, a translation service could have been used for subsequent in-person visits, and written correspondence would have been multi-lingual. However, this was not required. If any cultural differences were identified through in-person pre-survey engagements, consideration would have been given to the member of the household that was engaged with regarding engagement surveys, and the timings of visits would have been amended to ensure minimal disturbance to cultural/religious routines and maximise engagement.</p> <p>This will continue to be monitored, and an appropriate response provided.</p>
<p>3.8 Sexual orientation – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual, questioning people</p>	<p>This change of policy is likely to affect all sexual orientations to an equal degree.</p> <p>And is not likely to cause any unfairness.</p>	<p>No negative or adverse impacts identified to date.</p>

<p>3.9 Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?</p>	<p>This change of policy is likely to affect all persons to an equal degree, regardless of Marital Status, or Civil Partnership Status. And is not likely to cause any unfairness between persons.</p>	<p>No negative or adverse impacts identified to date.</p>
<p>3.10 Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.</p>	<p>This change of policy is likely to affect all persons to an equal degree, regardless of Religion, or Belief. And is not likely to cause any unfairness between persons.</p>	<p>If any religious differences were identified through in-person pre-survey or subsequently the engagement survey itself, consideration would have been given to the member of the household that was engaged with regarding any subsequent engagements, and the timings of visits or subsequent engagement events would have been amended to ensure minimal disturbance to cultural/religious routines and maximise engagement.</p>
<p>3.11 Socio-economically disadvantaged* – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances (this is not a legal requirement but is a local priority).</p>	<p>Assessment made in September/October 2024 to understand socio-economic status of those mooring in the areas of focus.</p> <p>It is long been assumed that the boater community have limited life choices due to lack of support, that limits educational and professional attainments, and employment status.</p> <p>It is noted that the majority of boaters mooring in the areas of focus live on their</p>	<p>Information shared with B&NES Housing Department to obtain their support in developing an effective strategy and prepare them for potential increase in support requirements.</p> <p>Through developing this strategy, conversations required with Canal & Rivers Trust and Julian House to ensure that Licensing Support is given to anyone relocating to minimise impacts and support license acquisition and maintenance.</p>

	<p>boat and have identified it is their sole place of residence.</p> <p>A majority of respondents identified that any move without support would likely cause an adverse financial and social impacts.</p> <p>33.3% of respondents advised that if they were no longer able to moor in their current location, they would move onto the navigational waters.</p> <p>16.6% of respondents advised that they would sell their boat and register as homeless.</p>	
<p>3.12 Rural communities* identify the impact / potential impact on people living in rural communities</p>	<p>The impact on Rural Communities has not yet been actively factored into this project. However, as boats may move back to the navigational waters and increase the number of boats seeking mooring, the impacts are likely to be an increase in tensions between boater and land based communities/land owners.</p>	<p>Any adverse impacts of this work on Rural Communities could be minimised through engagement with Boaters to ensure that they are aware of the areas of the river on which they are prohibited from mooring and allowed to moor on. It would also be possible to raise this for the attention of Julian House and CRT and provide key information and contact guides to boaters who may have disagreements with land owners.</p>
<p>3.13 Armed Forces Community ** serving members; reservists; veterans and their families, including the bereaved. Public services are required by law to pay due regard to the Armed Forces Community when developing</p>	<p>This change of policy is likely to affect all people to an equal degree. And is not likely to cause any unfairness or inequality between those in the armed forces community or wider members of the public.</p>	<p>No negative or adverse impacts identified to date.</p>

<p>policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove disadvantage and consider special provision).</p>		
<p>3.14 Care Experienced *** This working definition is currently under review and therefore subject to change:</p> <p>In B&NES, you are ‘care-experienced’ if you spent any time in your childhood in Local Authority care, living away from your parent(s) for example, you were adopted, lived in residential, foster care, kinship care, or a special guardianship arrangement.</p>	<p>This change of policy is not expected to cause any additional unfairness between those who are and are not ‘care experienced’.</p>	<p>No negative or adverse impacts identified to date.</p>

*There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

** The Equality Act does not cover armed forces community. However, the Armed Forces Bill (which came in on 22 Nov 2022) introduces a requirement to pay ‘due regard’ to make sure the Armed Forces Community are not disadvantaged when accessing public services.

***The Equality Act does not cover care experienced people. B&NES adopted this group as a protected characteristic in March 2024 alongside over 80 other Local Authorities. Although we have data for care leavers and children/young people who are currently in the care of B&NES we do not have wider data on disadvantage experienced through being in care.

4. Bath and North East Somerset Council

Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment/analysis. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
Disability – Causing Barriers for any disabled person to engage.	Alternative Written and Verbal Formats of engagement should be taken in to account to ensure that those with disabilities that wish to engage in proceedings are able to understand communications and able to provide their input. Suitable venues should be selected that are fully accessible to ensure that Disabled parking is available, and all venues for community engagements are fully accessible for those in wheelchairs etc.		NL (BMPPM)	End of Consultation Phase
Age	Engagement events should allow members of the public to engage via different means – I.e. Online, Paper (Written) and Verbally (In-person). This will enable maximum levels of engagement, whilst ensuring that everyone who wishes to		NL (BMPPM)	End of Consultation Phase

	become involved are give the opportunity to do so.			
Socio-Economic	Information to be shared with B&NES Housing Department to obtain their support in developing an effective strategy and prepare them for potential increase in support requirements.		NL (BMPPM)	Prior to implementation
Socio-Economic	Through developing this strategy, conversations required with Canal & Rivers Trust and Julian House to ensure that Licensing Support is given to anyone relocating to minimise impacts and support license acquisition and maintenance.			Prior to implementation

5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equality Team (equality@bathnes.gov.uk), who will publish it on the Council's website. Keep a copy for your own records.

Signed off by: Chris Major
Date: 11/12/24

(Divisional Director or nominated senior officer)