

Equality Impact Assessment (EIA):

Name of Report/Proposal/Strategy:	Torquay Inner Harbour Pontoon Berthing Project		
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Since the Equality Act 2010 came into force the council has continued to be committed to ensuring we provide services that meet the diverse needs of our community as well as ensure we are an organisation that is sensitive to the needs of individuals within our workforce. This Equality Impact Assessment (EIA) has been developed as a tool to enable business units to fully consider the impact of proposed decisions on the community.

This EIA will evidence that you have fully considered the impact of your proposal / strategy and carried out appropriate consultation with key stakeholders. The EIA will allow Councillors and Senior Officers to make informed decisions as part of the council's decision-making process.

Relevance Test – ‘A Proportionate Approach’

Not all of the proposals or strategies we put forward will be ‘relevant’ in terms of the actual or potential impact on the community in relation to equality and vulnerable groups. For instance, a report on changing a supplier of copier paper may not require an EIA to be completed whereas a report outlining a proposal for a new community swimming pool or a report proposing a closure of a service would.

Therefore before completing the EIA please answer the following questions. If you answer ‘yes’ to any of the questions below you must complete a full EIA.

1)	Does this report relate to a key decision?	Y	
2)	Will the decision have an impact (i.e. a positive or negative effect/change) on any of the following: <ul style="list-style-type: none"> • The Community (including specific impacts upon the vulnerable or equality groups) • Our Partners • The Council (including our structure, ‘knock-on’ effects for other business units, our reputation, finances, legal obligations or service provision) 	Y Y Y	

Section 1: Purpose of the proposal/strategy/decision

No	Question	Details
1.	Clearly set out the purpose of the proposal	<p>The inner harbour mooring facilities comprise of 173 'trot' or fore and aft style moorings. This traditional type of mooring vessels in close proximity to each other is no longer compatible with modern boat configurations. The moorings are arranged by a series of chains which attach to the seabed. The entire system is nearing its effective life end unless substantial repair & maintenance works are put into place. This provides the opportunity to upgrade and improve this area of the harbour closest to the town centre, bringing it into line and standard with the outer harbour facilities.</p> <p>The proposal is to withdraw all trot mooring facilities and replace with modern 'fit for purpose' pontoon berths to cater for the same size and number of vessels in the inner harbour. This provides a safer and more secure berth for vessels, is favoured by marine insurance companies, a preferred option for the existing mooring holders, providing a lower level of perceived risk in terms of damage to vessels and theft/vandalism of property and a much improved vista.</p>
2.	Who is intended to benefit / who will be affected?	<p>This proposal will directly affect and benefit the existing mooring holders, customers of the Harbour Authority, people on the moorings waiting list for an inner harbour berth and interested parties wishing to secure an affordable berth within Torquay Harbour subject to appropriate catchment area restrictions – preference is to be made to local residents wherever possible. The criteria will be the same as the existing Town Dock and in line with the Moorings Policy.</p> <p>Marina Developments Ltd (Torquay Marina) may be affected although the proposed project is targeting a different market. The capacity in the inner harbour will not be increased and will cater for all existing mooring holders in the first instance.</p> <p>No other stakeholders will be affected significantly.</p>
3.	What is the intended outcome?	<ul style="list-style-type: none"> • Improved modern pontoon berthing facilities • Safer berthing with easier access, especially those with health & mobility issues • Lower perceived risk – damage to boats – sinking boats – theft • Better maintained craft due to improved access

No	Question	Details
		<ul style="list-style-type: none">• Increase in customer safety with walk on access to boats as opposed to use of individual tenders• Removal of unsightly tender racks on the inner harbour slipway• Increased mooring occupancy and increased income• Demand for more desirable facilities and a positive reputational impact

Section 2: Equalities, Consultation and Engagement

Torbay Council has a moral obligation as well as a duty under the Equality Act 2010 to eliminate discrimination, promote good relations and advance equality of opportunity between people who share a protected characteristic and people who do not.

The **Equalities, Consultation and Engagement** section ensures that, as a council, we take into account the Public Sector Equality Duty at an early stage and provide evidence to ensure that we fully consider the impact of our decisions / proposals on the Torbay community.

Evidence, Consultation and Engagement

No	Question	Details												
4.	Have you considered the available evidence?	<p>Tor Bay Harbour Annual User Surveys show clear evidence of demand for such facilities.</p> <p>2012:</p> <p>Q: Do you think that Tor Bay Harbour should provide further pontoon moorings for use by annual berth holders?</p> <table border="1"> <thead> <tr> <th></th> <th>Number</th> <th>Percent</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>95</td> <td>81.2%</td> </tr> <tr> <td>No</td> <td>22</td> <td>18.8%</td> </tr> <tr> <td>Total</td> <td>117</td> <td>100.0%</td> </tr> </tbody> </table>		Number	Percent	Yes	95	81.2%	No	22	18.8%	Total	117	100.0%
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5.	How have you consulted on the proposal?	<p>Consultation on this proposal has been through the Torquay Harbour Users Association, the Torquay & Paignton Harbour Liaison Forum and the Council's Harbour Committee for a number of years now and certainly since 2009. The results of this consultation are outlined below. It has also been the subject of specific questions within the Harbour Authority's Annual User Surveys (see above for 2012 results).</p>												
6.	Outline the key findings	<p>This project has seen high levels of support from those consulted and it is clear recommendation from the Council's Harbour Committee. In 2009 86.6% of Harbour Users agreed that Tor Bay Harbour should provide further pontoon moorings for use by annual berth holders and 80% of Torquay respondents said these should be in Torquay inner harbour. The 2012 Annual Users Survey response to a market sector question gave 86% in support of a 'Town Dock' style facility in Torquay inner harbour.</p>												

No	Question	Details
7.	What amendments may be required as a result of the consultation?	No amendments are currently required as a result of consultation although final detailed design of the scheme can still be influenced by relevant stakeholders through the Torquay/Paignton Harbour Liaison Forum.

Positive and Negative Equality Impacts

No	Question	Details		
8.	Identify the potential positive and negative impacts on specific groups	<i>It is not enough to state that a proposal will affect everyone equally. There should be more in-depth consideration of available evidence to see if particular groups are more likely to be affected than others – use the table below. You should also consider workforce issues. If you consider there to be no positive or negative impacts use the 'neutral' column to explain why.</i>		
		Positive Impact	Negative Impact	Neutral Impact
	All groups in society generally	-	-	-
	Older or younger people	Y – Easier and safer access to boats.	-	-
	People with caring responsibilities	–	-	No differential impact on this group
	People with a disability	Y – if berth holder. Easier and safer access to boats.	-	-
	Women or men	-	-	No differential impact on this group
	People who are black or from a minority ethnic background (BME)	-	-	No differential impact on this group
	Religion or belief (including lack of belief)	-	-	No differential impact on this group
	People who are lesbian, gay or bisexual	-	-	No differential impact on this group
	People who are transgendered	-	-	No differential impact on this group
	People who are in a marriage or civil partnership	-	-	No differential impact on this group
	Women who are pregnant / on maternity leave	-	-	No differential impact on this group

9.	Is there scope for your proposal to eliminate discrimination, promote equality of opportunity and / or foster good relations?	<i>There are no specific opportunities but harbour facilities will be improved for the community as a whole.</i>
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Section 3: Steps required to manage the potential impacts identified

No	Action	Details
10.	Summarise any positive impacts and how they will be realised most effectively?	Ease of access to vessel moorings. This impact will be realised by the introduction of a pontoon system with a bridge ramp access to the shore. Benefits will be measured through the Harbour Users Annual Survey and the expected increase in mooring occupancy levels.
11.	Summarise any negative impacts and how these will be managed?	This EIA has not identified any potential for adverse impact in relation to equalities

Section 4: Course of Action

No	Action	Details
12.	State a course of action [please refer to action after section 5]	Outcome 1: No major change required - EIA has not identified any potential for adverse impact in relation to equalities and all opportunities to promote equality have been taken.

Section 5: Monitoring and Action Plan

No	Action	Details
13.	Outline plans to monitor the actual impact of your proposals	As the EIA has not identified any potential for adverse impact in relation to equalities, no specific monitoring requirements have been identified. The Harbour Authority will continue to conduct its Annual Harbour Users Survey.

Please use the action plan below to summarise all of the key actions, responsible officers and timescales as a result of this impact assessment

Action plan

Please detail below any actions you need to take:

No.	Action	Reason for action / contingency	Resources	Responsibility	Deadline date
1	Conduct an Annual Harbour Users Survey	To monitor any unforeseen impact in relation to equalities.	Tor Bay Harbour Authority business unit	Kevin Mowat	September 2015
2					
3					
4					
5					