

Equality Impact Assessment

Service Area: Environmental Enhancement

Head of Service: Mark Kentell

Lead Officer: Andrew Moulton

Date of Assessment: 15/01/2026

Name of policy/function/project/service area to be assessed:

Refurbishment of Gaydon St Dairy

Brief description of proposal to be assessed: Provide toilets and kitchen area, heated workshop, repairs to existing buildings

Proposed implementation date of project/proposal: Summer 2026

Brief description of the anticipated outcomes of the proposal:

Proposal	Current Arrangement	Proposed Arrangement	Comment
Provide toilets areas with heating	Only one toilet available, no hot water	Provide male toilets with cubicles, urinals and hot water at the basins. Provide separate non gendered/ female/ accessible facilities with hot water.	Current facilities are not suitable for the long term use by the Parks Team and do not currently provide separate spaces for different genders or females.
Provide kitchen area with heating	No usable kitchen facilities currently exist	Provide sink with hot and cold water, counter space and electrical sockets for kettle, microwave etc	Current facilities are not suitable for the long term use by the Parks Team
Heated workshop area within front building	No facility exists at present	Heated workshop area with work bench and electrical sockets	The area will be accessible via a ramp

Consultation:

Brief description of any consultation undertaken with stakeholders and summarise the results and how it has influenced the proposal. Please attach a summary of consultation results or other relevant reports:

Verbal consultation with Parks Team on requirements for the kitchen, toilets and workshop. Design will be by Property Services to current guidelines

Demographic Data by protected characteristic:

Please detail the Census 2021 data for protected characteristics for North Devon (as detailed in the EIA Guidance for Managers and on NDC website):

The current Parks Team based at Barnstaple are all male but this may change in the future. We have one female team member based in Ilfracombe who currently has no provision at the Dairy.

Equality Data by protected characteristic from consultation:

Please detail the equality data obtained as part of the consultation and compare this data to the Census 2021 data (as detailed in the EIA Guidance for Managers and on NDC website) and identify where this data does not reflect the demographics for North Devon and any disparities in outcomes by characteristic:

N/A

Other Data:

Please detail any other data that has been obtained and taken into consideration (for example, other Census 2021 data which is not related to protected characteristics such as no household members having English as main language, vulnerable groups, education, economy, housing, access to transport etc, Public Health and NHS data, deprived neighbourhoods, workforce profile data):

N/A

Impact:

Summarise any positive impacts or benefits, any negative impacts (i.e. potential for discrimination, disadvantage or disproportionate treatment) and any neutral impacts and the evidence/data you have taken into account to reach this conclusion. Be aware that there may be positive, negative and neutral impacts within each characteristic. (NOTE: please refer to the EIA Guidance for Managers

or Equality Strategy for the characteristics) Where an impact is unknown, state so, and identify what steps will be taken to address any gaps in data:

Characteristic	Impact (what information was used to assess impact? Data/feedback etc. Describe whether this is positive or negative)	Scale of Impact (High/Med/Low)	Mitigation Required (what needs to be done to reduce/remove the impact? Have service users been involved in providing this insight?)
Disability	Positive. It is hoped one of the toilets will be accessible, but dependent on adaptation of an existing building. Workshop area will be accessible via a ramp.	Low	N/A
Sex	Positive. Provision of separate facilities for females.	Low	N/A
Gender reassignment	Positive. Provision of toilet facilities suitable for different genders.	Low	N/A

Consideration of Alternatives:

Describe what alternatives have been considered and/or what actions will be taken to remove or minimise any potential negative effect identified above (attach evidence to appropriate data, reports, etc):

N/A

Funding Considerations:

N/A

Monitoring Arrangements:

Briefly describe the monitoring arrangements/systems that will be put in place to monitor the effects of this proposal.

Feedback from Parks Team

Date on which you will be re-considering the project/report and submitting a further EIA if applicable.

none

The completion of an Equality Impact Assessment is an ongoing process. Impacts will be continually reviewed during projects and the decision making process and the Assessment will be updated accordingly and published.

A further assessment will also be required between 6 to 12 months following the implementation of the policy, project, decision or service change which has been implemented.

Reporting and Publication:

Equality Impact Assessments will be published on North Devon Council's website with committee reports as part of the democratic decision making process.

For Equality Impact Assessments that are produced which are not part of the democratic decision making process, please forward to equality@northdevongov.uk for publication.

Corporate and Community Services Use Only: Date of publication to NDC
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