**Equality Impact Assessment Form**

# Equality Impact Relevance Check

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| --- | --- | --- | --- | --- | --- | --- | --- |
| Name of policy, practice, activity or proposed decision: Development of Campus Central (Construction Project) including the Transportation Hub | | | | | | | |
| Purpose/Aim of above: Campus Central will be the dynamic heart and social core of the University, encouraging connections and engagements across our communities. The Transportation Hub provides for a new and improved hub adjacent to Stirling Court Hotel, Logie Lecture Theatre, Cottrell Level 2 Teaching spaces and our INTO building. The hub responds to the ‘new front door’ to the University which then leads onto Campus Central. | | | | | | | |
| Faculty or Professional Services area responsible: Estates and Campus Services | | | | | | | |
| Could any aspect of the policy/practice /activity/proposal impact on individuals or groups with a protected characteristic (PC) or on a specified institutional strategic priority/Equality Outcome (EO)? Yes | | | | | | | |
| Protected Characteristics (PC)/Equality Outcome (EO) | Is there likely to be an impact? | | | What is the nature of the impact on the individual or group with the pc? | | | |
| Yes | No | Unknown | Positive | Negative | Neutral | Unknown |
| Age (PC) | X |  |  | X |  |  |  |
| Disability (PC)/Accessibility and Inclusion | X |  |  | X |  |  |  |
| Gender Re‐assignment (PC) | X |  |  |  |  | X |  |
| Marriage and civil partnership (PC) |  | X |  |  |  | X |  |
| Pregnancy and Maternity (PC) | X |  |  |  |  | X |  |
| Race (including ethnicity, nationality and skin colour) (PC) | X |  |  |  |  | X |  |
| Religion or belief (PC) | X |  |  | X |  |  |  |
| Sex (PC) | X |  |  |  |  | X |  |
| Sexual orientation (PC) |  | X |  |  |  | X |  |
| Caring responsibilities (PC) | X |  |  |  |  | X |  |
| Mental health and wellbeing (EO) | X |  |  | X |  |  |  |
| Experience of being in the care system (“care experienced”) |  | X |  |  |  | X |  |

If the answer is YES or UNKNOWN to any of the above then an Equality Impact Assessment Action Plan must be completed and you should proceed to Section 2. If the answer is NO to all the protected characteristics/equality outcomes then proceed to Section 3.

# Equality Impact Assessment Action Plan

Will this policy practice/activity/proposal help the university to meet the 3 parts of the Positive Equality Duty or fulfil its strategic equality priorities/Equality Outcomes? Please expand on your reasoning in each section and summarise the evidence you have considered?

* 1. Eliminate discrimination, harassment, victimisation or any other prohibited conduct? Consideration should be given here to the potential for discrimination relating to the full range of characteristics listed above.

***The University has undertaken an Accessibility and Inclusion Audit of the architectural design, this was prepared by People Friendly Design who are an independent access consultant (report attached) This audit was carried in May 2019. The report references Inclusive Design as “The aim of inclusive design is to include the needs of the widest range of people into a design, removing unnecessary barriers to enable everyone to use and enjoy an environment on equal terms”. The lead designer Page\Park are responding throughout the design process to the design considerations within the report which are promoted using the briefing and checklist developed by the Equality Challenge Unit (ECU) in partnership with members of the Association of College and University Business Officers (CUBO) and the Association of Directors of Estates (AUDE).***

***The development of the project has responded to extensive stakeholder engagement and consultation from;***

* ***Staff groups***
* ***Students***
* ***Students Union (who have consulted within their own clubs and societies)***
* ***Local Authority Planning and Building Warrant process – including public engagement through this process***
* ***University Faculties and Directorates***
* ***Commercial Services Directorate in respect of catering provision***
* ***Student Academic and Corporate Services in respect of the wider provision of accessibility and faith provision***
* ***Information Services in respect of the provision of digital media, sound systems, hearing loops and signage***
* ***Specialist advisory teams within the University’s Dementia Services Design Centre***
* ***Stirling Access Panel***
* ***First Bus and City Link Bus companies***
* ***Macrobert Arts Centre including all Equality matters concerning their customer base***
* ***Retailers within the confines of the project***
* ***Project Board which includes representatives of each key stakeholder group***

***The design development period for the project commenced in late 2016 and since then the design has evolved through various iterations and has responded to the client brief and stakeholder engagement. The design development captures the feedback from the stakeholders noted above and evolves to respond to this. This includes but is not limited to;***

* ***The level of acoustic attenuation within the building to ensure a comfortable environment for all users***
* ***The level and controllability of lighting systems within the building and transport hub***
* ***The material choice and colour of finishes***
* ***Accessibility including the design of access points, car parking, footpaths, stairs. lifts, signage and toilet provision***
* ***The design of external landscaping***
* ***Provision of services to users including catering provision, IT, toilets, furniture, quiet space, retail, etc***
* ***The general design principles including architectural form and layout of the refurbished building, new building and transportation hub***
* ***The interior design, wash facilities and accessibility of the faith room***
* ***The adjacency of the provision within Macrobert with parenting facilities and the Changing Places facility*** 
  1. Advance equality of opportunity between those who share a protected characteristic and those who do not share it?

***The new building improves access to all floors including a new accessible lift, accessible toilet provision, a significant increase in accessible study spaces, refurbished Prayer Room with improved access control and finishes, improved catering facilities which will include a wider range of menu offerings which caters for all campus user tastes and requirements. The building design has also been influenced by input from the University’s Dementia Services Design Consultancy within the Faculty of Social Sciences. The design has developed to promote an overall positive impact on the mental health and well-being of all campus users through the interior design and colour palettes used, acoustic treatment and lighting of the space, accessibility of floor plates, information services equipment, furniture and the design of the landscaping.***

***Additional actions taken to support accessibility during the building project in response to feedback from the campus community have included adapting the main interim walkway to improve its visual navigation (décor) and magnetic tiebacks to doorways. A you tube video was created by the Students’ Union to demonstrate the accessible access route from the transport hub to the atrium area.***

* 1. Foster good relations between those who share a protected characteristic and those who do not share it?

***The project has an extensive stakeholder consultation and engagement strategy which continues to be acted upon during the design development and construction phases. The client brief and the design brings together the University and the wider community into large social spaces and meeting places with large open expanses of space for social engagement. The ability to increase social interactions shall also promote intercultural awareness.***

# Assist the University to achieve its published Equality Outcomes 2017‐2021

***The project progresses the mental health and well-being Equality Outcome and shall encourage student retention and enhance the student recruitment. This project combined with the investment in Sports will jointly attract new students.***

***Action Plan:***

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| ***Action/ Change Required*** | ***Responsibility*** | ***Timescale*** | ***Resources Required*** | ***What issue/ problem will this action address?*** |
| Provide drop-off for at least  taxis and adapted mini-buses with tailgate lifts. | Page\Park | During design and construction phases | Within cost allowances | Accessibility |
| Contrasting nosing, tactile corduroy  warning surface and at least one free-standing handrail should be provided to ensure the steps are easy to use and identified. | Page\Park | During design and construction phases | Within cost allowances | Accessibility and visual impairment  Age related accessibility |
| The amphitheatre seating should be design to provide space for wheelchair users to sit alongside ambulant friends. At least a proportion of the seating  should have back and armrests. | Raeburn Farquhar Brown | During design and construction phases | Within cost allowances | Accessibility and inclusion |
| Review FF&E budget and accessible toilet layout to establish if a maternity room could be provided | Estates and Campus Services | By June 2020 | Potential financial resources required | Pregnancy and Maternity (PC) |
| Scottish Technical Standards require that all doors provide a minimum clear opening width of 800mm, although it is good practice to provide a 1000mm clear at accessible entrances to a building. | Page\Park | During design and construction phases | Within cost allowances | Accessibility |
| The entrances should be designed to be identifiable features of the facade and colour/tone and lighting should be used to emphasise these features. | Page\Park | During design and construction phases | Within cost allowances | Accessibility |
| The design of the reception/box office counter should consider the needs of a wide range of users, including counter heights suitable for average height standing adults and wheelchair users and people of short stature. An induction loop should also be provided at the counters to assist hearing aid users to communicate. | Page\Park | During design and construction phases | Within cost allowances | Accessibility |
| The colour schemes chosen throughout the building should address the needs of  vision impaired people for a luminance contrast between floor and walls and doors and walls. | Page\Park | During design and construction phases | Within cost allowances | Accessibility and visual impairment  Age related accessibility |
| The signage and wayfinding strategy should consider legibility good practice, including the Sign Design Society's Sign Design Guide | Page\Park and University of Stirling | By end of 2020 | Within FF&E budget allowances | Accessibility and visual impairment |
| Open plan areas can be particularly difficult to navigate for people with vision impairments and people with dementia therefore defining routes through the space will be particularly important. The use of colour/tone and the location of furniture and partitions will help in this respect by creating orientation clues. | Page\Park and University of Stirling | During design and construction phases | Within FF&E budget allowances | Accessibility and visual impairment |
| There should be a choice of seats with armrests and spaces for wheelchair users in all furnished areas. And where there are high level desks there should be a choice of lower height desks with at least 700mm clearance under the desk.  Ideally there should be a proportion of adjustable height desks where desks are provided. | Page\Park and University of Stirling | During design and construction phases | Within FF&E budget allowances | Accessibility and inclusion |
| The needs of visually impaired people will be considered careful in the choice of colour schemes, contrasts in colour and tone can assist greatly in identifying key features, including floors, walls, doors and sanitary fittings within toilet facilities. | Page\Park | During design and construction phases | Within cost allowances | Accessibility and visual impairment |
| The University should consider the management implications of evacuating the Second Floor when there is no Evacuation lift specified. The number of temporary places of safety/refuge space should also be considered.  A refuge communication system should be specified to assist with managing the evacuation of disabled people from the refuge spaces. Refuge communication points should be provided in each refuge linked to a panel next to the fire panel. | Page\Park and University of Stirling | During design and construction phases | Within cost allowances and via building operational management plan | Accessibility |
| When developing the brief for signage, consider impact on all PCs | Estates and Campus Services | By October 2020 | Potential financial resources required | All, particularly disability, race, religion and belief, paternity & maternity and caring responsibilities |

# Monitoring and Review

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| How and when will impact of the actions noted above be monitored? Who will be responsible for this? Where will findings of the impact be reported?  ***The EIA will be reviewed on a regular basis by Estates and Campus Services and any updates reported to the Project Board.*** | | | |
| Equality Impact Assessment completed by | …Alasdair Tweedie.......................... (Signature 1)  ….......................................................... (Signature 2) | Date | 18th May 2020 |

*Once the EIA has been submitted to Edna Docherty,* [*hd2@stir.ac.uk,*](mailto:hd2@stir.ac.uk) *it will be published on the University website by Policy and Planning.*