

Equality Impact Assessment



Assessment Of:	Provision of RNLI Lifeguard service
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other:	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Place and commercial services	Assessment carried out by: Sarah Holgate
Service Area: Resorts	Job Role: Resort Manager
Version / Date of Sign Off by Director:	Neil Blaney

Step 1: What do we want to do?

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the Policy Officer early for advice.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

To seek approval for the renewal of the RNLI lifeguard provision based on a 5 year contract for Teignmouth and Dawlish Warren beaches. The RNLI has provided a lifeguard service on the beaches of Teignmouth and Dawlish Warren for 15 years. This is a service that cannot be provided in-house. We have previously had a 5 year contract with the RNLI for a lifeguard service on our beaches. In 2023 a one year service level agreement was put in place whilst the RNLI reviewed their contracts. A significant risk for Teignbridge is fatalities due to drowning on the beaches during the busy summer months. By having a lifeguard service on our two busiest beaches we are helping to mitigate this risk.

1.2 Who will the proposal have the potential to affect?

Service users The wider community Teignbridge workforce

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by your manager.

If 'Yes' complete the rest of this assessment.

Yes **No** [please select]

Providing lifeguard services may increase access for those who are less able. For those swimmers that are less confident, it may provide reassurance that there is lifeguard cover on the beach. The advice is to swim at a lifeguarded beach, between the red and yellow flags. If you are not a confident swimmer, you may want to follow this advice when you go swimming at a beach.

Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics (listed in 2.2).

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data - from national research, local data or previous consultations and engagement activities.

Outline whether there are any over or under representation of equality groups within your service - don't forget to benchmark to local population where appropriate.

For workforce / management of change proposals you will need to look at the diversity of the affected team(s) using available evidence such as the employee profile data. Identify any under/over-representation compared with Teignbridge's economically active citizens for age, disability, ethnicity, gender, religion/belief and sexual orientation.

Data / Evidence Source <i>[Include a reference where known]</i>	Summary of what this tells us																																																																					
Additional comments:	<p>Details of the number of incidents in the last four years across Teignmouth and Dawlish Warren beaches:</p> <p>Teignmouth Beach</p> <table border="1" data-bbox="264 1615 1487 1951"> <thead> <tr> <th>Number of incidents</th> <th>Rescued</th> <th>Assisted</th> <th>Major First Aid</th> <th>Minor First Aid</th> <th>Search</th> <th>Near Misses</th> <th>Other</th> <th>Missing/Found</th> <th>Preventative actions</th> </tr> </thead> <tbody> <tr> <td>2019</td> <td>3</td> <td>4</td> <td>12</td> <td>33</td> <td>2</td> <td>0</td> <td>0</td> <td>3</td> <td>19103</td> </tr> <tr> <td>2020</td> <td>6</td> <td>7</td> <td>7</td> <td>11</td> <td>2</td> <td>4</td> <td>0</td> <td>1</td> <td>10698</td> </tr> <tr> <td>2021</td> <td>1</td> <td>5</td> <td>3</td> <td>30</td> <td>1</td> <td>0</td> <td>0</td> <td>1</td> <td>18034</td> </tr> <tr> <td>2022</td> <td>7</td> <td>5</td> <td>16</td> <td>51</td> <td>0</td> <td>10</td> <td>0</td> <td>5</td> <td>12114</td> </tr> <tr> <td>2023</td> <td>5</td> <td>5</td> <td>8</td> <td>22</td> <td>0</td> <td>3</td> <td>3</td> <td>1</td> <td>6266</td> </tr> </tbody> </table> <p>Dawlish Warren Beach</p>										Number of incidents	Rescued	Assisted	Major First Aid	Minor First Aid	Search	Near Misses	Other	Missing/Found	Preventative actions	2019	3	4	12	33	2	0	0	3	19103	2020	6	7	7	11	2	4	0	1	10698	2021	1	5	3	30	1	0	0	1	18034	2022	7	5	16	51	0	10	0	5	12114	2023	5	5	8	22	0	3	3	1	6266
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2019	3	4	12	33	2	0	0	3	19103																																																													
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Number of incidents	Rescued	Assisted	Major First Aid	Minor First Aid	Search	Near Miss	Other	Missing/Found	Preventative actions
2019	4	0	8	35	0	0	0	8	9259
2020	2	12	4	30	0	0	0	6	10579
2021	0	7	8	55	0	0	0	2	9986
2022	7	8	7	27	0	0	1	12	9059
2023	0	10	8	59	0	0	0	1	4754

We are confident that the RNLI embrace equality and inclusion. Their policy is

https://rnli.org/-/media/rnli/downloads/equality_inclusion_and_diversity/rnli_equality_diversity_and_inclusion_policy.pdf

Set up in January 2017, the RNLI's Disability Network has been working to provide support and guidance to people with disabilities, as well as to those that care for others with disabilities, in order to contribute to a more equal and diverse RNLI. The Network aims to empower, enable, support and champion people affected by disability as well as provide a safe and confidential environment for issues to be raised and elevated.

People networks are groups from across the RNLI who are committed to diversity, equality and inclusion. The RNLI have four active people networks– the Disability Network, Race Equality Network, Harbour Network (LGBT+ network - lesbian, gay, bisexual, transgender) and the Young Professional Network.

For more information see: [Equality, inclusion and diversity at the RNLI](#)

This is applicable because the RNLI Lifeguards provided at Teignmouth and Dawlish Warren beaches will have equality and diversity awareness training as part of their induction training prior to starting on the beach.

2.2 Do you currently monitor relevant activity by the following protected characteristics?

- | | | |
|---|--|--|
| <input type="checkbox"/> Age | <input type="checkbox"/> Disability | <input type="checkbox"/> Gender Reassignment |
| <input type="checkbox"/> Marriage and Civil Partnership | <input type="checkbox"/> Pregnancy/Maternity | <input type="checkbox"/> Race |
| <input type="checkbox"/> Religion or Belief | <input type="checkbox"/> Sex | <input type="checkbox"/> Sexual Orientation |

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps please state this clearly with a justification.

For workforce related proposals all relevant information on characteristics may need to be sought from HR (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require action to address and identify the information needed.

We are unable to gather data as it is a public open space.
We do monitor complaints data and we are not aware of any complaints from an equality perspective.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this has been of Teignbridge's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to HR for advice on how to consult and engage with employees. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups, trades unions as well as affected staff.

Not relevant as we are not aware of any stakeholders in the locality that would be affected by this proposal

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Consultation Officer for help in targeting particular groups.

We will monitor complaints and engage with any stakeholders that we become aware of.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal.

3.1 Does the proposal have any potentially adverse impacts on people on the basis of their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact **all or many groups**)

PROTECTED CHARACTERISTICS

Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	This proposal may improve access by giving people more confidence to swim at a lifeguarded beach
Mitigations:	
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/> Neutral <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	

OTHER RELEVANT CHARACTERISTICS

Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Neutral <input type="checkbox"/>
Potential impacts:	Providing a safe health and well being opportunity with sea swimming and its free. Also it maybe the case the areas of high deprivation have less access to private swimming lessons and high chance of needing the lifeguard services.
Mitigations:	
Other group(s) <i>Please add additional rows below to detail the impact for other relevant groups as appropriate e.g.</i>	

Asylums and Refugees; Rural/Urban Communities, Homelessness, Digital Exclusion, Access To Transport	
Potential impacts:	
Mitigations:	

3.2 Does the proposal create any benefits for people on the basis of their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

See above

May advance equality of opportunity for those with disability or experiencing social deprivation. Providing lifeguard services may increase access for those who are less able. For those swimmers that are less confident, it may provide reassurance that there is lifeguard cover on the beach. The advice is to swim at a lifeguarded beach, between the red and yellow flags. If you are not a confident swimmer, you may want to follow this advice when you go swimming at a beach. It also helps to provide a safe health and well being opportunity with sea swimming and its free. It maybe the case that in the areas of high deprivation they have less access to private swimming lessons and high chance of needing the lifeguard services.

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This content should be used as a summary in reports, where this full assessment is included as an appendix.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:
Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:
There is an opportunity to foster relationships between the CVS for different groups.

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
We can find out whether the RNLI carry out any surveys		
We can look to identify any initiatives to encourage deprived/disabled or sexual orientation groups to use the beaches.		

4.3 How will the impact of your proposal and actions be measured?

How will you know if have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective and your approach is still appropriate. Include the timescale for review in your action plan above.

Through monitoring data through the RNLI in relation to incidents managed.

4.4 Is there an opportunity to promote positive attitudes and good relations between different groups and communities?

There is an opportunity to promote free public swimming and enjoyment of the beaches with the protection of a lifeguard service.
There is an opportunity to foster relationships between the CVS for different groups.

Step 5: Review & Sign-Off

EIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek review and feedback from management before requesting it to be signed off. All working drafts of EIAs and final signed-off EIAs should be saved in G:\GLOBAL\EIA. Once signed-off please add the details to the 'EIA Register' of all council EIAs saved in the same directory.

Reviewed by Service Manager: Yes <input checked="" type="checkbox"/> David Eaton, Environmental Protection Manager No <input type="checkbox"/> Instead was reviewed by:	Strategic Leadership Team Sign-Off: Neil Blaney, Head of Place and Commercial Services
Date: 14/12/2023	Date: 15/12/2023