

Bournemouth Gateway Building

Equality Analysis

Updated 10/01/18

Screening	Please provide explanatory comments
1. What activity is being analysed?	The provision and occupation of the new 10,200m2 Bournemouth Gateway Building by the Faculty of Health and Social Sciences and other University users.
2. Who likely to be affected by the activity?	Predominantly HSS students and staff, although all BU students and staff will be welcome to use the building. In addition there will be limited public access to the ground floor café.
3. Who led the analysis?	BU Estates
4. Who contributed to the analysis?	<ul style="list-style-type: none"> • Project Sponsors • Project Board • Externally appointed experienced consultants • Key user stakeholders from the HSS • Help from BU Carer & Service User Coordinator • Health & Well Being Group • DQI Assessor • Building Control officer
5. What information has been used to inform the analysis?	<ul style="list-style-type: none"> • Atkins RIBA Stage 4 Access Audit and associated reference material • Learning from Disabled User Group review of Fusion Building • Learning from Health and Wellbeing User Group meetings • Learning from regular Design Quality Indicator checks by an external assessor and stakeholder group • Detailed stakeholder input into the layout and function of the space during the design development of the project • The Building Regulations

Analysis	Please provide explanatory comments
6. How does the activity promote good relations/equality/inclusion in relation	
6.1 Age	<ul style="list-style-type: none"> • Close parking availability, level approach and clearly identifiable building entrance • Lift access to all floors • Good widespread levels of contrast to ease visual identification of features and facilities • Prominent location of reception • Ground floor location of café facilities • Good levels of lighting internally and externally (including to the spines of books in the library) • Clear and repetitive location of toilet facilities on each floor • See other sections below for further pertinent provision
6.2 Disability	As above plus: <ul style="list-style-type: none"> • Co-location of faculty facilities into one building reduces need to move between buildings • Braille added to signage at key decision points and lift controls • Choice of high or low level positions on raked lecture theatre for disabled users • Low sections provided in reception desk and café server • A Changing Places facility on the ground floor • Ambulant wc facilities on all floors with emergency alarms linked back to the main reception • Fire escape lift • Automatic sliding doors at the entrance to the building • Level thresholds wherever possible (including to the roof terrace areas) • Step free, suitably graded, approaches to the building • Accessible circulation space around library bookshelves • Wide circulation spaces generally with minimal interruption from cross corridor doors • Office kitchenettes designed with lower worktop height and knee room adjacent sink • Tonal contrast wherever possible, i.e. door entrances along corridors, handles etc. • Acoustician appointed to advise on design

	<ul style="list-style-type: none"> • Induction loops in reception, café servery, 3rd floor reception desk, and the lecture theatre • Large refuge spaces in main stairwells • Provision of height adjustable desks in both the teaching and office areas • Provision of chairs with arms when procuring the furniture • Provision of low level planters on the terraces to allow seating attendance to the planting • Drinking water available on all / most floors • Lecture theatre entry without lobbies
6.3 Gender Reassignment	<ul style="list-style-type: none"> • Most toilets are individual unisex toilets • Gender neutral shower facility provided adjacent the main showering area
6.4 Marriage and civil partnership ¹	No specific measures incorporated
6.5 Pregnancy and maternity (including paternity)	<ul style="list-style-type: none"> • Baby feeding and changing places provided • Lift access to all floors • Wide circulation routes
6.6 Race (colour, ethnic or national background)	No specific measures incorporated
6.7 Religion or belief (including non-belief)	<ul style="list-style-type: none"> • Faith/contemplation room provided
6.8 Sex (Female/Male)	<ul style="list-style-type: none"> • Main toilet provision comprising individual unisex toilets • Separate showering and changing facilities
6.9 Sexual orientation	No specific measures incorporated
7. Does the activity have an actual or potential adverse impact in relation to?	
7.1 Age	No
7.2 Disability	No
7.3 Gender Reassignment	No
7.4 Marriage and civil partnership ²	No
7.5 Pregnancy and maternity (including paternity)	No
7.6 Race (colour, ethnic or national background)	No
7.7 Religion or belief (including non-belief)	No
7.8 Sex (Female/Male)	No

8. Comment on the good practice identified

The design has gone beyond minimum design guidance to ensure accessibility is a key consideration in all aspects of delivery of service, accommodation and spatial criteria and building management.

It is intended for the building to be used by the wider student population and not solely the HSS students and staff. As a result the building has been designed to be easily interpreted and navigated on both approach and entry to the building.

All approaches and entry to the building have been designed to be step-free and graded to reduce the gradient of level changes to more manageable slope gradients.

Accessible w.c. facilities are handed for both left and right handed transfer around the building, with there being alternate handed facilities on each floor. This benefits disabled visitors, staff and students who may have limited mobility on either the left or right hand side. All accessible facilities are provided with audible and visual alarm indicators linked back to the main reception point.

In response to gender diversity, the design team have introduced inclusive gender-neutral single w.c. cubicles where all users can share the same facilities and are not discriminated against. This overcomes any functional difficulties of single sex facilities and the potential need to use accessible facilities as the only standalone w.c.'s for independent use.

Within the café servery a tray slide has been provided for support for visitors and to assist wheelchair users to make selections independently or with the assistance of catering staff.

All reception counters and communication points have been provided with the accessible sections of the counters provided front and centre of each unit. This prevents the frequent mis-use of accessible counters pushed to the ends of counters and used for storage of publicity information or deliveries etc. Open and clear communication is therefore easier to achieve and provides a far more open and welcoming environment for visitors.

A Changing Places Facility has been incorporated to accord with Changing Places design guidance and the facility will be registered on completion.

The library book shelves will be fitted with their own LED lighting to ensure good light levels on the spines of books.

Lesson learnt from previous projects has been used wherever possible, with an example being the provision of an adjustable desk in each seminar room and also within the offices.

9. Comment on the actions to mitigate actual or potential adverse impact					
No adverse impact identified through the proposals.					
10. Decision/Feedback/Approval					
10.1 What is the analysis outcome? (See Table 1 to assist here)	Please circle	Level 1 <input checked="" type="checkbox"/>	Level 2	Level 3	Level 4
10.2 Have you consulted with EDSG?	Yes				
10.3 When will the analysis be reported to EDSG?	This update to be reported 8/02/18				
10.4 Which Committee will approve the analysis?	EDSG				
10.5 Date of approval					
10.6 When and how will the analysis be reviewed?					

¹ Marriage and civil partnership are protected under the legislation but only for the need to eliminate unlawful discrimination in employment.

² Please see footnote 1