

Appendix B: Equality Analysis

Poole Gateway Building Equality Analysis V3 prepared at RIBA Stage 3 and incorporating Project Board No 31, comments 28th September 2017

Screening	Please provide explanatory comments
1. What activity is being analysed?	<p>The design and construction of a new 5000m² gateway academic building 'Poole gateway Building' (PGB) at Talbot Campus which continues the strategic implementation of 'Fusion' the key concept which underlies the BU2018 strategy.</p> <p>PGB will focus on digital and creative academic provision within the faculties of Science and Technology and Media and Communication. This will accommodate specialist teaching programmes providing modern world class industry standard facilities that are presently delivered from temporary and inefficient buildings.</p> <p>These spaces include:</p> <ul style="list-style-type: none"> • TV Studios, Sound Stage, Screening Theatre, Motion capture & Green screen studio • Scene Dock, TV Audio & Visual mixing control rooms, Green room • Online and Offline edits suites, Dubbing and Foley rooms • Live recording rooms with interlinking control rooms, 5.1, Stereo and Dead rooms • Critical listening spaces, Music teaching labs • Games labs and animation labs <p>In addition to the specialist spaces there is provision for collaborative Fusion spaces including creative and collaborative break out areas.</p>
2. Who likely to be affected by the activity?	Users of Weymouth House, Christchurch House, Elliot Road and Poole House facilities – Including BU Staff and Students, SUBU Staff, Affiliate Staff, Visitors
3. Who led the analysis?	Rob Lipcar
4. Who contributed to the analysis?	<ul style="list-style-type: none"> • Marcin Grabowski (prepared the Business Case EIA) • PGB Project Board • Stakeholders consulted as part of the iterative design process. • Atkins architects • Specialist studio consultant – The Studio People
5. What information has been used to inform the analysis?	<p>Internal</p> <ul style="list-style-type: none"> • Staff & Student Equality Data – see: http://www.bournemouth.ac.uk/facilitiesandresources/diversity/ddeg.html. • Project scope and brief development via a series of consultations, workshops and meetings.

	<ul style="list-style-type: none"> • Design progression tracked via ‘Design Quality Indicators’ workshops, involving input from academics, SUBU and Estates. For more information regarding DQI refer to the following website www.dqi.org.uk • The Project Request and Business Case were reviewed by various stakeholders including the Project Board, Finance, Procurement, Legal, the Environment and Energy team and the PMO. <p>External</p> <ul style="list-style-type: none"> • Building to be designed and constructed in accordance with Building Regulations and relevant British Standards, i.e. BS 8300:2009 Design of Buildings and their approaches to meet the needs of disabled people and all other relevant legislation. • An accessibility audit will be carried out through the detailed design stage and final proposals will be fully compliant. • Marked up drawings prepared by The Studio People annotated with accessibility notes. • Reserved Matters Planning Application – Access Statement.
Analysis	Please provide explanatory comments
6. How does the activity promote good relations/equality/inclusion in relation to:	
6.1 Age	<ul style="list-style-type: none"> • Young – Possible provision of baby change facility if deemed appropriate. • Elderly – All floors accessible via passenger lifts.
6.2 Disability	<ul style="list-style-type: none"> • Level thresholds and landscaping to be designed to avoid steps. • Accessible car parking bays to be provided. • Corridor widths to suit wheelchairs and people with impaired mobility. • Passenger lifts for floor access and refuge points. Two lifts being provided to provide back up in the event of breakdowns and servicing. Lifts to be provided with voice indicators for the visually impaired and to be sized for the use of wheelchair users. • Improved circulation areas to accommodate better sight lines and ease of movement. • Installation of hearing induction loop to the Equipment room counter. • Consideration to colour contrast features (light sockets, doorways, door and room furniture) LRV of materials. • Avoidance of loud colours / feature walls in preference of softer calming tones. • Improved wayfinding and general lighting for those with impaired vision. • Accessible WCs being provided on every floor. • Provision is being made for wheelchair users in the Atrium tiering location. • Equipment room counter to be positioned at height for wheelchair user ease of use. • Specialist mixing desks in the studios to be provided for wheelchair user ease of use – consultation with the studio specialist designer and equipment suppliers to take place – See 6.2. • Provision of adjustable height student desks in the computer rooms for wheelchair users.

	<ul style="list-style-type: none"> External paving will be provided at gradients avoiding the need for steps and ramps. Doors to have a minimum clear opening of 840mm. Automatic doors will be provided at the main entrances including a pass door next to the revolving door. Specialist studios - see the attached layouts prepared by the The Studio People with notes relating to accessibility. Wheelchair user access is available to all rooms, and features have been incorporated to assist access including a wheelchair lift in the Screening Room and adjustable height lighting rigs. <p>However constraints arise in respect to: access on to the modular staging in the Sound Stage/ the possible need to remove loose furniture from the smaller rooms to make space for wheelchairs/no access to pits in the Foley room/ possible issues with some of the controls to the Music Studio mixing desks being out of the reach of wheelchair users. The latter issue will be discussed further with the specialist suppliers in due course but it should be noted that The Studio People have commented that we are restricted by the available products in the market.</p> <ul style="list-style-type: none"> <i>PBM 31 Comment – Loose items such as the modular staging in the Sound Stage room to be covered under a separate academic equality analysis.</i> <i>PBM 31 Comment – Efforts are to be made to source fully accessible mixing desks, this will be explored further with The Studio People/Digital Garage plus the suppliers. The use of technology, such as iPad controls, may assist in this regard.</i> <i>PBM 31 Comment – Impact of adjustable height desks on computer room capacities to be checked with the current BU furniture supplier Bof.</i> <i>PBM 31 Comment – counters to be designed so that they are suitable for wheelchair users.</i> <i>PBM 31 Comment – On the advice of the accessibility auditor the wheelchair location(s) on the atrium staging will be at the front rather than in a recess, which would create a fall hazard to those on the upper tiers.</i>
6.3 Gender Reassignment	<ul style="list-style-type: none"> WCs to be gender neutral
6.4 Marriage and civil partnership ¹	No particular provision deemed necessary.
6.5 Pregnancy and maternity (including paternity)	<p>Possible provision of baby change facility if deemed appropriate.</p> <ul style="list-style-type: none"> <i>PBM 31 – Baby change provision to be included.</i>
6.6 Race (colour, ethnic or national background)	No particular provision deemed necessary.
6.7 Religion or belief (including non-belief)	No particular provision deemed necessary.
6.8 Sex (Female/Male)	No particular provision deemed necessary.
6.9 Sexual orientation	No particular provision deemed necessary.
7. Does the activity have	

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

an actual or potential adverse impact in relation to?					
7.1 Age	No				
7.2 Disability	No however we need to determine whether the specialist studio equipment, available on the market, is suitable for the use of disabled people, see 6.2.				
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				
7.9 Sexual orientation	No				
8. Comment on the good practice identified					
Design to be in compliance with Building Regulations and BS 8300:2009. An independent disability audit of the design will be carried out.					
9. Comment on the actions to mitigate actual or potential adverse impact					
See 8.					
10. Decision/Feedback/Approval					
10.1 What is the analysis outcome? (See Table 1 to assist here)	Please circle	Level 1 ✓	Level 2	Level 3	Level 4
10.2 Have you consulted with EDSG?	EDSG were consulted when the original Business Case EIA was prepared.				
10.3 When will the analysis be reported to EDSG?	After approval of the Project Board				
10.4 Which Committee will approve the analysis?	Project Board				
10.5 Date of approval	28.9.17				
10.6 When and how will the analysis be reviewed?	At key Project Milestones – This document transfers the Business Case EIA to the new template and updates it at RIBA Design Stage 3.				

² Please see footnote 1.