

## Summary Fair Treatment Assessment (FTA)

<b>Area for Assessment:</b>		
<b>Name of service or function etc</b>	Accommodation	
<b>Which Service does this affect?</b>	Facilities & Asset Management	
<b>Is this a new, existing or revised function?</b>	Existing	
<b>Summary of findings:</b>		
<b>Main conclusions on the likely impact of the function on different equality groups (protected characteristics):</b>		
<p>Solihull MBC regularly reviews and adapts its accommodation strategy in response to organisational and service changes and the needs of the community.</p> <p>The facilities provided at day centres are specifically designed to accommodate the mobility and space requirements of older service users. Service users, carers and family members are consulted at the initial design stage of new or refurbished day centres to ensure that their specific views and requirements are taken into account within the final design of the building.</p> <p>Office and Residential and Day Care centre accommodation is designed and operated in accordance with disability legislation. Residential and Day Care centres have specific equipment to meet the needs of disabled service users. As an employer, Solihull Council will discuss with disabled employees their specific needs and an action plan will be agreed to ensure that, where reasonable, their needs are met.</p> <p>In the event of a member of staff requesting accommodation to facilitate prayer, appropriate facilities will be provided. A religion and belief survey of all Core Council staff was undertaken in September 2010 to identify where prayer facilities were required.</p> <p>The Council works closely with a variety of other public sector organisations and a wide range of third sector organisations and as a consequence is constantly looking to exploit the opportunities and benefits of making shared use of buildings to provide integrated and/or shared services in the most cost effective and efficient way for the benefit of the citizens of the borough.</p> <p>The Council's 'New Ways of Working' approach will assist the Council to make the optimal use of its office accommodation and provide a flexible working environment tailored to meet the needs of a diverse workforce. 'New Ways of Working' is one of Solihull Council's Top 5 Major Projects and its aim is to ensure that we get the most out of our office and other accommodation in terms of efficiency, effectiveness and service delivery.</p>		
<b>Actions:</b>		
<b>Actions identified to address negative impacts identified or to better promote equality, human rights, cohesive and sustainable communities and safeguarding issues</b>		
<b>Action</b>	<b>Outcome</b>	<b>Timescale</b>
The review and evaluation of the New Ways of Working programme.	Lessons will be learnt and future office developments amended to incorporate new initiatives.	Ongoing

Ensure findings from religion and belief survey are implemented where practicable	Facilities identified where practicable for employees requiring prayer room facilities etc	Ongoing
<b>Date Assessment Signed Off</b>	8 August 2011	