

Equality Impact Assessment (EQIA)

The Equality Impact Assessment (EQIA) form is a template for analysing a policy or proposed decision for its potential effects on individuals with protected characteristics covered by the Equality Act 2010.

The council has a Public Sector Equality Duty under the Equality Act (2010) to have due regard to the need to:

- Eliminate discrimination, harassment and victimisation and any other conduct prohibited under the Act
- Advance equality of opportunity between people who share protected characteristics and people who do not
- Foster good relations between people who share those characteristics and people who do not

The three parts of the duty apply to the following protected characteristics: age, disability, gender reassignment, pregnancy/maternity, race, religion/faith, sex and sexual orientation. Marriage and civil partnership status applies to the first part of the duty.

Although it is not enforced in legislation as a protected characteristic, Haringey Council treats socioeconomic status as a local protected characteristic.

1. Responsibility for the Equality Impact Assessment

Name of proposal:	Draft Parks and Greenspaces Strategy and supporting plans and policies
Service Area:	Parks and Leisure
Officer Completing Assessment:	Simon Farrow
Equalities Advisor:	Joe Wills
Cabinet meeting date (if applicable):	13th September 2022
Director/Assistant Director	Eubert Malcolm / Mark Stevens

2. Executive summary

The proposal is to consult on a new parks and greenspace strategy and a range of supporting plans and policies. The draft documents have been developed with input from the community, including some of the protected characteristic groups over the last two and half years. A major conclusion of that input has been that parks and greenspaces aren't as inclusive as the council and residents want them to be. Therefore the strategy vision and aims have been set as follows:-

Vision:- That Haringey's parks and greenspaces become fully inclusive shared spaces that deliver our key aims of inclusion and wellbeing, climate change and sustainability and a quality service.

Key Aims

- 1. Inclusion and Wellbeing** - Providing inclusive parks and greenspaces that all communities in Haringey can benefit from so that usage and enjoyment of our parks and greenspaces reflects the communities living in Haringey and contributes to improved wellbeing.
- 2. Climate Change and Sustainability** - Supporting the Council's declaration of a Climate Emergency by reducing the carbon footprint of parks and greenspaces, protecting and promoting biodiversity, and helping educate everyone in Haringey about contributing towards saving the planet.
- 3. A Quality Service** - Securing investment, improving standards, partnerships, communications, and outcomes.

Overall, the strategy should have a positive impact on those groups with protected characteristics as the Council, in partnership with others, will be working towards removing barriers that prevent or deter access to good quality parks and greenspace. The Council and partners will be working to make parks safer and bring people from different parts of the community to share in the benefits parks and greenspaces can offer.

The Council through its consultation and engagement on the draft documents will be continuing a conversation with groups which is just another part of an ongoing engagement journey that should deliver change.

The next steps are to widen the engagement on the draft documents to the whole borough and engage further on how to improve and refine what has been produced to date. The EQIA will be refreshed to support a further Cabinet report in March 2023 that will seek approval to formally adopt the documents as the strategy and policy position of the Council.

3. Consultation and engagement

3a. How will consultation and/or engagement inform your assessment of the impact of the proposal on protected groups of residents, service users and/or staff? Detail how your approach will facilitate the inclusion of protected groups likely to be impacted by the decision.

In developing the draft strategy, its supporting plans and policies engagement has taken place with several groups some of which represented groups with protected characteristics such as Age, Disability, Race, Religion and Sexual Orientation. This along with some limited academic research has demonstrated that access to parks and greenspaces isn't equal. We also recognise that different groups will have unique needs. Many physical and psychological barriers exist and therefore, not everyone can gain equal benefit from their local park or greenspace. The strategy and its

supporting documents seek to address the issue of Inclusion and Wellbeing as one of the key aims of the strategy. Having Inclusion and Wellbeing as a primary aim of the strategy is a departure from the mainstream approach to Parks and Greenspace Strategies and overtime will make a significant difference to those that currently do not use our parks and greenspace in the borough.

The proposed consultation and engagement on the draft strategy will ensure that the aims, objectives, and actions developed to date are further tested and refined before settling on an agreed strategy that the Council can adopt.

3b. Outline the key findings of your consultation / engagement activities once completed, particularly in terms of how this relates to groups that share the protected characteristics

TBC

4. Data and Impact Analysis

Note: officers may want to complement their analysis with data from the State of the Borough and ward profiles, found here: <https://www.haringey.gov.uk/local-democracy/about-council/state-of-the-borough>.

Please consider how the proposed change will affect people with protected characteristics.

4a. Age

Data

Borough Profile¹

56,718: 0-17 (21%)

72,807: 18-34 (27%)

68,257: 35-49 (25%)

44,807: 50-64 (17%)

28,632: 65+ (11%)

We know that the opportunity to access parks and greenspace across the borough is not equal. The geographic spread of parks and greenspace and access to private gardens is much higher in the west of the borough than it is the east.

In 2020 the Office for National Statistics (ONS) identified that 1 in 8 households in the UK have no garden, and in London this rose to 1 in 5 (21%).

[One in eight British households has no garden - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

¹ Source: State of the Borough

The Monitor of Engagement with the Natural Environment (MENE) survey 2009-2019 indicates those visiting our parks and greenspaces had the following age profile:-

- 16-34 = 39.3%
- 35-54 = 38.97%
- 55 + = 21.73%

Whilst all age segments reported bad weather, busy at home, busy at work and no reason as barriers to visiting it was primarily the over 55 group who reported old age, poor health, and disability along with bad weather as the primary barriers to visiting parks and greenspaces.

[Monitoring Engagement in the Natural Environment Survey \(2009 - 2019\)](https://arcgis.com)
(arcgis.com)

The MENE survey for 2018/19 identified that 25% of children under the age of 16 spent no time outside in the average month and that since 2013/14 there has been a decline in the proportion of children spending time outside without adults present.

Members of this group should not be disproportionately affected by the proposals in the Parks and Greenspaces Strategy and its supporting documents.

Potential Impacts - The overall impact should be a positive one as the Council is committing to an ongoing engagement with all age groups to ensure the Council understands each age group's needs. Engagement already has highlighted important issues such as access to good toilet provision, provision of benches **and** more sociable arrangement of benches, inclusive and accessible playground provision and the need to provide more opportunities for young people and for all ages to keep fit. In a similar way provision of a wide range of activities for all ages is an important part of the new strategy.

4b. Disability²

Data

Borough Profile ³

4,500 people have a serious physical disability in Haringey.

19,500 aged 16-64 have a physical disability this equates to approximately 10% of the population aged 16-64.

1,090 people living with a learning disability in Haringey.

4,400 people have been diagnosed with severe mental illness in Haringey.

² In the Equality Act a disability means a physical or a mental condition which has a substantial and long-term impact on your ability to do normal day to day activities.

³ Source: 2011 Census

Target Population Profile

Not known

[Out-of-Bounds-equity-in-access-to-urban-nature.pdf \(groundwork.org.uk\)](#)

This report identifies that the following ingredients for equity:-

- Provision of a mix of parks, greenspaces, nature reserves, gardens, green routes and street trees
- Spaces should be close to home and workplaces, but accessibility is dependent on more than physical closeness and the perception of proximity is as important as objective proximity.
- Better quality and well-maintained green infrastructure is associated with better health and wellbeing outcomes – but what people think of as ‘quality’ can vary.
- The value of different types, amounts and locations of green infrastructure for health and wellbeing is likely to be highly contextual, meaning that a solution that works in one place may not work in another.

[Making Connections: a guide to accessible greenspace \(sensorytrust.org.uk\)](#)

Making Connections showed that a combination of physical, intellectual, and social barriers prevents many disabled and older people from experiencing and engaging with public greenspace.

The disengagement of disabled and older people from public open spaces represents the disengagement of a significant proportion of society: one in five people. Finding ways to remove the barriers to access and involvement has potential to improve quality of life for many and to bring forward a large and diverse range of people as active members of communities and supporters of the natural environment.

With a focus on Inclusion and Wellbeing the strategy aims to improve on the current situation which could be better. In preparing the strategy three access audits were conducted of the district parks in the borough. This has created a fantastic list of improvements that can be made. Improvements will be delivered through the asset management plan in terms of physical changes in parks. Project development in parks will have a clear remit to always include disabled park users in project design work. The engagement that has already commenced on the draft strategy will become the norm and a MOU is being developed with Disability Action Haringey to ensure there is always good representation to improve the experience of people with a disability in parks and greenspaces.

Potential Impacts - for the reasons outlined above we believe that the overall impact of the strategy and its supporting documents will be a positive one with long lasting impacts.

4c. Gender Reassignment⁴

Data

Borough Profile

There is no robust data at Borough level on our Trans population, however the central government estimates that there are approximately 200,000-500,000 Trans people in the UK. Assuming an average representation, this would mean between 800 and 2,000 Haringey residents are Trans.⁵

Target Population Profile

Not known

There is very little if any data sources in relation to greenspace and gender reassignment. However, it is possible to infer that some of the challenges they may encounter maybe around the issue of changing facilities, public toilets and single sex activities in parks and greenspaces.

Potential Impacts - Some positive impacts that can be had are around redesigning changing and toilet provision to have gender neutral provision as part of the standard approach. Likewise, we will work to ensure that leisure services and activities are trans-inclusive.

4d. Marriage and Civil Partnership

Data

Borough Profile ⁶

Divorced or formerly in a same-sex civil partnership which is now legally dissolved: (8.2%)

In a registered same-sex civil partnership: (0.6%)

Married: (33.3%)

Separated (but still legally married or still legally in a same-sex civil partnership): (4.0%)

Single (never married or never registered a same-sex civil partnership): (50.0%)

Widowed or surviving partner from a same-sex civil partnership: (3.9%)

Target Population Profile

⁴ Under the legal definition, a transgender person has the protected characteristic of gender reassignment if they are undergoing, have undergone, or are proposing to undergo gender reassignment. To be protected from gender reassignment discrimination, an individual does not need to have undergone any specific treatment or surgery to change from one's birth sex to one's preferred gender. This is because changing one's physiological or other gender attributes is a personal process rather than a medical one.

⁵ Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.

⁶ Source: 2011 Census

Not known

Again, the impact of Marriage or Civil Partnership on the use of parks and greenspaces is not something that has been widely studied. However, on the basis that Marriage and Civil Partnerships may well lead to the establishment of a family. Good quality facilities in parks and activities will be important to this group.

Potential Impacts – the potential impact on married people or those in a civil partnership should be an overly positive one. Through the strategy there will be investment in parks, expansion of activities, better sporting facilities and play and outdoor gyms.

4e. Pregnancy and Maternity

Data

Borough Profile ⁷

Live Births in Haringey 2019: 3,646

Target Population Profile

Not known however at some time in people's life this could affect up to 50% of the borough population.

There is some evidence to suggest that an association with green and blue spaces has a positive impact on birth outcomes. [A Systematic Review and Meta-Analysis of Associations between Green and Blue Spaces and Birth Outcomes - PMC \(nih.gov\)](#)

In addition, access to well connected, thriving green infrastructure, such as natural environments and easily accessible, high quality public open spaces, is well evidenced as a key wider determinant of health and wellbeing and plays a key role in reducing health and other inequalities. Evidence includes:

[Improving access to greenspace: 2020 review \(publishing.service.gov.uk\)](#)

[Briefing8 Green spaces health inequalities.pdf \(publishing.service.gov.uk\)](#)

It is generally accepted that women feel less safe in parks than men and experience more harassment in all settings.

[New data shows extent to which women feel unsafe at night | End Violence Against Women](#)

The purpose of the strategy and its supporting documents is to improve on where we are now. As well as making parks safer for women more generally considering the specific needs for this protected group will be an important step change in our overall

⁷ Births by Borough (ONS)

approach. We need to understand more specifically the barriers / essential needs to ensure this can be addressed in the final strategy.

Potential Impacts – overall there should be a positive impact for this protected group as their needs are more specifically addressed.

4f. Race

In the Equality Act 2010, race can mean ethnic or national origins, which may or may not be the same as a person's current nationality.⁸

Data

Borough Profile ⁹

Arab: **0.9%**

Any other ethnic group: 3.9%

Asian: **9.5%**

Bangladeshi: 1.7%

Chinese: 1.5%

Indian: 2.3%

Pakistani: 0.8%

Other Asian: 3.2%

Black: **18.7%**

African: 9.0%

Caribbean: 7.1%

Other Black: 2.6%

Mixed: **6.5%**

White and Asian: 1.5%

White and Black African: 1.0%

White and Black Caribbean: 1.9%

Other Mixed: 2.1%

White: **60.5% in total**

English/Welsh/Scottish/Northern Irish/British: 34.7%

Irish: 2.7%

Gypsy or Irish Traveller: 0.1%

Other White: 23%

Target Population Profile

⁸ [Race discrimination | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/race-discrimination)

⁹ Source: 2011 Census

As above,

Research by Friends of the Earth – access to green space 2020 identifies that 42% of people from England's Black, Asian and Minority Ethnic (BAME) communities live in the most green space deprived neighbourhoods which have less than 9m squared per person. To reduce inequalities action is needed in terms of improving both spatial and cultural access to green space.

[England's not so green and pleasant land: millions can only access green space size of garden shed | Friends of the Earth](#)

In Haringey a large proportion of non-white British communities live in the east of the borough which is also the area with the least parks and green spaces and the smaller parks and greenspaces. [equalities profile of haringey.pdf](#)

The [Monitoring Engagement in the Natural Environment Survey \(2009 - 2019\) \(arcgis.com\)](#) records the split in visits to parks as 80.4% white and 18.26% BAME (1.35% refused). This represents a significant disparity compared to the borough profile.

It is clear from our own engagement that members of the BAME communities feel excluded from parks through the design and maintenance approach to parks currently in place in Haringey. This premises is explored more by DR Bridget Snaith in her PhD thesis "The Queen Elizabeth Olympic Park: Whose Values, Whose benefits? [The Queen Elizabeth Olympic Park, Whose Values, Whose Benefits? by Shape Landscape Architects - Issuu](#).

Whiteness in the Parks Management sector is an issue that we need to overcome, and we need to look internally about how this shapes our approach to managing and designing parks.

Potential Impacts – overall the new strategy and supporting plans should have a positive impact of those within this group. The strategy is focused around including everyone and ensuring everyone receives the equal benefit that parks and greenspaces can bring to an individual's life. Change will take time and so the inequality experience by our BAME residents will persist. But the knowledge gained to date can immediately impact our current plans and bring forward lasting improvements.

4g. Religion or belief

Data

Borough Profile ¹⁰

Christian: 45%

Buddhist: 1.1%

¹⁰ Source: 2011 Census

Hindu: 1.9%
Jewish: 3%
Muslim: 14.2%
No religion: 25.2%
Other religion: 0.5%
Religion not stated: 8.9%
Sikh: 0.3%

Target Population Profile

As Above

The proposals in the strategy and supporting documents have been informed using feedback from the Faith Forum. To date evidence hasn't been gathered on the requirements of different Faith groups in relation to their use of parks. However, we are aware that certain faith groups make use of specific parks or greenspace more than others. Having this awareness will allow us to maintain a good dialogue with groups to shape our work to ensure they are included and not offended by any proposals.

Potential Impacts - The new strategy does not contain any proposal which are generally considered to be controversial on the grounds of religion or belief. We therefore anticipate that the strategy would have a neutral impact at worst and a positive impact where positive steps can be taken.

4h. Sex

Data

Borough profile ¹¹

Females: (50.5%)
Males: (49.5%)

Target Population Profile

As above

The [Monitoring Engagement in the Natural Environment Survey \(2009 - 2019\)](https://arcgis.com) (arcgis.com) records the split of usage of parks and greenspaces at broadly similar (1% variance) to the borough male / female split:-
Male 50.63%
Female 49.37%

The split between male and female usage of parks is surprising given concerns about safety and harassment in parks.

¹¹ Source: 2011 Census

Bad weather was the main reason for men not to visit their park or greenspace and for women the main reason was busy at work. For women the key reason for visiting was fresh air followed by relaxation and for men it was relaxation followed by health and exercise.

Potential Impacts - feeling safe in a park is a key issue for women and this is something we are keen to address and is a manifesto commitment to include women in the design of parks in the future. Therefore, there should be a positive impact on women as a result of the introduction of the new strategy and supporting documents. In addition, investment in facilities for women's sport will be a priority.

4i. Sexual Orientation

Data

Borough profile ¹²

3.2% of London residents aged 16 or over identified themselves as lesbian, gay or bisexual in 2013. In Haringey this equates to 6,491 residents.

Target Population Profile

As above

It's important that people from the LGBT community feel welcome in the parks and greenspaces in the borough. Haringey has the 6th largest gay and lesbian population in London and 9th largest in the country. We also know that this group are often victims of hate crime related to their gender identity or sexual orientation. [State of the Borough profile - June 2022 \(haringey.gov.uk\)](#). We also know that 25% of youth homeless in Haringey are LGBT. Parks and greenspaces are often places where homeless people choose to sleep.

Therefore, driving out antisocial behaviour that could lead to hate crime is a key action and included in the strategy. The extension of PSPO's in key areas and partnership working with the police and community will also be important.

Potential Impacts - there is nothing in the proposed strategy or supporting documents that should have a negative impact on this group. Indeed the commitment to regular meaningful engagement should allow the lived experience of this community to come through to help tackle and prevent issues arising.

4j. Socioeconomic Status (local)

¹² Source: ONS Integrated Household Survey

Data

Borough profile

Income

8.3% of the population in Haringey were claiming unemployment benefit on 9 December 2021.¹³

20.8% of the population in Haringey were claiming Universal Credit on 9 December 2021.¹⁴

29% of employee jobs in the borough are paid less than the London Living Wage.¹⁵

Educational Attainment

While Haringey's proportion of students attaining grade 5 or above in English and Mathematics GCSEs is higher than the national average, it is below the London average.¹⁶

4.4% of Haringey's working age populations had no qualifications in 2020.¹⁷ 4.8% were qualified to level one only.¹⁸

Area Deprivation

Haringey is the 4th most deprived in London as measured by the IMD score 2019. The most deprived LSOAs (Lower Super Output Areas or small neighbourhood areas) are more heavily concentrated in the east of the borough where more than half of the LSOAs fall into the 20% most deprived in the country.¹⁹

Target Population Profile

Not known

Parks are a free resource and therefore their use should be available to all regardless of income. However, as we have already identified above there may be multiple barriers that prevent their usage by groups with one or more protected characteristic.

The state of the borough profile indicates that whilst just over a quarter (27.8%) of the borough is parks and greenspaces this is below the London average of 33.5%. It should also be noted that there is substantial variation in the amount of open space in different wards. For example, while all homes in Alexandra and Bounds Green have good access to nature, just two fifths of homes in West Green (38%) and Noel Park (41%)

¹³ [ONS Claimant Count](#)

¹⁴ [LG Inform](#)

¹⁵ ONS

¹⁶ Source: Annual Population Survey 2019 (via nomis)

¹⁷ [LG Inform - qualifications](#)

¹⁸ [LG Inform – level one](#)

¹⁹ [State of the Borough](#) (p.21)

do. Broadly speaking, access to metropolitan parks in Haringey is very good, while access to local, small or pocket parks and district parks is less good.

[State of the Borough profile - June 2022 \(haringey.gov.uk\)](https://www.haringey.gov.uk/state-of-the-borough-profile-june-2022)

The areas of lower provision and size of greenspace correlate in Haringey with the areas of higher deprivation and areas of predominantly BAME communities.

There is some research to show that socioeconomic inequalities in health are lower in greener neighbourhoods. Providing good quality greener environments in more deprived areas could therefore help reduce health inequalities.

[Making the Most of Green Spaces for People's Health: How green spaces contribute to other key agendas | Beyond Greenspace](#)

Potential Impacts – The new strategy should have a positive impact on those within this protected group as inclusion and wellbeing and quality parks service objective should help in driving up the involvement of people and quality of parks and greenspaces more generally.

5. Key Impacts Summary

5a. Outline the key findings of your data analysis.

Despite parks being free at the point of use and physically open to all, those within the protected groups can experience one or more barriers to the use of parks. Not accessing local parks or greenspaces can mean that the multiple physical and mental health benefits of using parks and greenspaces are lost.

Experiences that may be taken for granted by parts of the community may not be available to others such as using a park alone. Likewise, the opportunity to entertain children, experience nature, the changing seasons, participating in sport and relaxing from the stresses of every day life are also lost.

There is also evidence to suggest that the design and management of parks and greenspaces is predominantly undertaken by white people and that this is building in unnecessary barriers to participation for other racial groups.

However, having developed the draft strategy with a wide range of voices this has already led to identifying inclusion and well being as a key aim of the new strategy and its supporting plans. The other aims of climate change and sustainability and a quality parks service will further support the continued enjoyment of parks as they adapt to the future and will ensure that overtime the quality of parks will improve.

For a number of protected groups, the geography of the borough and distribution of parks and greenspaces is a key factor. Working together with the community we will need to give a greater focus to improving the quality of parks and greenspace to be

more attractive as the opportunity for new greenspace is limited. Although regeneration in the east of the borough provides good prospects for changes to the range and quality of parks and greenspaces.

5b. Intersectionality

The users of parks and greenspaces can clearly have more than one protected characteristic. A married pregnant BAME women living in the east of the borough will present with potential multiple barriers to their use of parks and greenspaces in Haringey. However, the triple aims of the strategy should diminish the barriers over time.

The decision before Cabinet is to approve the draft documents for consultation. That consultation will ensure that all protected groups are engaged with to review the proposals in the strategy and adapt, change or amend them to ensure that they best serve the promotion of equalities within the borough.

5c. Data Gaps

In the development of the strategy engagement sessions were held with the following groups with protected characteristics.

- Faith communities
- Disabled people and Disability Action Haringey
- LGBTQI Community
- Secondary school children
- Older People
- People from BAME communities

Within these groups and the other groups engaged with there would have been representatives from other protected characteristic groups:-

- Marriage and Civil Partnership
- Pregnancy and Maternity
- Sex
- Socioeconomic Status (local)

And whilst in some areas there is a strong research base into the issues protected groups experience in relation to parks and greenspaces data for Haringey is limited or absent.

During the engagement and consultation, we will look to address these issues to inform changes to the draft strategy documentation for final approval by Cabinet.

6. Overall impact of the policy for the Public Sector Equality Duty

The key implication for people with protected characteristics is a recognition in the strategy that while parks and greenspaces are open to all there are physical or psychological barriers that prevent people with protected characteristics from having equal access.

The new strategy and supporting documents are a departure from a traditional parks and greenspace strategy whose focus is on the spatial provision and overall quality of parks as its primary driver.

Whilst the strategy and supporting documents have three key aims the priority of the three is the aim to significantly increase inclusion and wellbeing for all.

The draft strategy has been developed with input from many groups with protected characteristics. However, this can be further refined through exposure to a wider audience, by obtaining input from other protected groups that weren't specifically a focus of the initial engagement and by obtaining more qualitative input from groups.

There is no reason to believe that the proposals in the strategy should lead to any direct or indirect discrimination.

The strategy and support documents will help to advance equality and provide opportunities for a broader mix of people enjoying the benefits of parks and greenspaces together.

By removing barriers to the use of parks and greenspaces current users will have the opportunity to mix and enjoy the benefits of parks and greenspaces together and in harmony.

7. Amendments and mitigations

7a. What changes, if any, do you plan to make to your proposal because of the Equality Impact Assessment?

Further information on responding to identified impacts is contained within accompanying EQIA guidance

Please delete Y/N as applicable

No major change to the proposal: the EQIA demonstrates the proposal is robust and there is no potential for discrimination or adverse impact. All opportunities to promote equality have been taken. If you have found any inequalities or negative impacts that you are unable to mitigate, please provide a compelling reason below why you are unable to mitigate them Y

The strategy and documents have been developed with a range of input from groups with protected characteristics and other more general groups associated with the use of parks. At this point (pre borough wide consultation and targeted engagement) there is no proposal to amend the documents. However, the whole purpose of the

consultation and engagement is to either endorse or amend the proposals contained within the various documents.

Adjust the proposal: the EQIA identifies potential problems or missed opportunities. Adjust the proposal to remove barriers or better promote equality. Clearly set out below the key adjustments you plan to make to the policy. If there are any adverse impacts you cannot mitigate, please provide a compelling reason below **N**

See above

Stop and remove the proposal: the proposal shows actual or potential avoidable adverse impacts on different protected characteristics. The decision maker must not make this decision. **N**

See above

7b. What specific actions do you plan to take to remove or mitigate any actual or potential negative impact and to further the aims of the Equality Duty?

TBC

Action:

[Type answer here].

Lead officer:

[Type answer here].

Timescale:

[Type answer here].

Please outline any areas you have identified where negative impacts will happen because of the proposal, but it is not possible to mitigate them.

Please provide a complete and honest justification on why it is not possible to mitigate the:

[Type answer here].

7. Ongoing monitoring

Summarise the measures you intend to put in place to monitor the equalities impact of the proposal as it is implemented.

- Who will be responsible for the monitoring?
- What the type of data needed is and how often it will be analysed.
- When the policy will be reviewed and what evidence could trigger an early revision
- How to continue to involve relevant groups and communities in the implementation and monitoring of the policy?

The Head of Parks and Leisure will be responsible for monitoring the equalities impact.

The type of data required will be data on who is using parks and how this is changing over time. Biannual monitoring and report to relevant annual parks summit.

The strategy and supporting documents are landscape scale strategies and therefore are set to last 15 years. However, changes in government policy affecting parks and greenspaces, new legislation, or changes in political priorities.

A fundamental tenant of the strategy is that there is ongoing engagement with a wide range of groups including those with protected characteristic to ensure we are addressing the inclusion aim of the strategy. Resources have been added to the parks team to ensure this can happen.

Date of EQIA monitoring review:

TBC

8. Authorisation

EQIA approved by (Assistant Director/ Director)
Malcolm

Mark Stevens/Eubert

Date

[Type answer here].

9. Publication

Please ensure the completed EQIA is published in accordance with the Council's policy.

Please contact the Policy & Strategy Team for any feedback on the EQIA process.