

## 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

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|--|---|
| <b>Name of proposal:</b>                     | <b>Parks and Greenspaces Strategy and supporting plans and policies</b> |
| <b>Service Area:</b>                         | <b>Parks and Leisure</b>  |
| <b>Officer Completing Assessment:</b>        | <b>Simon Farrow</b>   |
| <b>Equalities Advisor:</b>                   | <b>Joe Wills</b>  |
| <b>Cabinet meeting date (if applicable):</b> | <b>11<sup>th</sup> July 2023</b>  |
| <b>Director/Assistant Director</b>           | <b>Barry Francis / Mark Stevens</b>                                     |

### 2. Executive summary

The Council has consulted on a new Parks and Greenspaces Strategy (the 'Strategy') and a range of supporting plans and policies. The draft documents were developed with input from the community, including some of the protected characteristic groups over a period of two and half years. A major conclusion of that input was that parks and greenspaces weren't as inclusive as the Council and residents want them to be. Therefore, the Strategy vision and aims were 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 was intended to 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 consultation has now been completed and has resulted in a number of changes to the Strategy and supporting plans that should be of benefit to people from Protected Characteristic groups. The second Key Aim of the Strategy is now 'Climate Change, Biodiversity and Sustainability'.

### **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.

The Council has consulted via an on-line survey and via focus groups with a number of the Protected Characteristics groups.

Headline information about the profile of respondents to the on-line survey is the following:

A total of 616 responses were obtained.

The questionnaire used in the on-line survey had 54 questions broken down to ask about the Strategy, Plans and policies that comprised the overall Strategy as well as including information about the profile of respondents.

However, the feedback from young people under the age of 21 was limited.

The overwhelming majority of responses were from people aged between 30-74 (90%).

Just over two thirds of respondents were female (67%).

Just over 15% identified having a disability.

Respondents were asked to self-identify their ethnic group.

43% of respondents declined responding to this question.

35% of the total number of respondents indicated they were from a white ethnic background.

The on-line survey included important questions about what could be done to make parks safer and more welcoming and what types of behaviour from other users did respondents find off-putting.

A number of focus groups were also held to inform the Strategy.

The rationale for holding the groups was to hear from residents who rarely, if ever, were asked for their views on parks.

The groups were held between April 2022 and January 2023 with the following:

- Young people accessed via Parkview academy school. Two groups. One all boys and the other 8 girls and 2 boys
- Young adults accessed via Rising Green. Two groups. One male and one female
- Disabled people. Four groups accessed via Disability Action Haringey (Three groups) and Pedal Power.
- LGBTQI people accessed via Wise thoughts.
- MIND users.
- Older people accessed via the Older Person's reference group and Haringey Circle.

The groups were for up to 10 participants and were used to explore some or all of the following topics depending upon how discussions developed:

- Current usage of parks if any and the parks used, what participants did and who they visited parks with?
- Participants' views about how safe and welcoming they thought Haringey parks and greenspaces were.
- The extent to which the facilities in parks and greenspaces were meeting their needs.
- How the Council might best support them and their peers to use parks
- How could parks and greenspaces be improved in ways that would encourage participants to use them or use them more often?

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

As described above, the on-line survey included questions about what could be done to make parks safer and more welcoming and what types of behaviour from other users did respondents find off-putting.

## Safety

In response to the question about safety, the two main responses by a considerable margin were:

- Via a staff and/or police presence (39%)
- With more/ better lighting (35%)

With other main areas of feedback being:

- Addressing ASB/enforcement
- Improved maintenance.
- Locking parks at night
- CCTV
- Dog control

## Welcoming

In response to the question “How can parks be made more welcoming” Improving maintenance was most frequently mentioned by 22% of respondents. Other areas mentioned by between 9-12% of respondents were:

- Better management of litter/providing more bins
- Providing more activities and community events
- A greater enforcement/staffing/police presence
- Better information and signage

## Behaviour

Respondents were asked to share their experiences of “behaviour or activities you find off-putting.”

The behaviours most frequently mentioned in response were:

Litter 26%

Drug taking/drug dealing 25%

Better control of dogs 23%

ASB including activities such as people going to toilet in the park and sexual activity 15%

## Summary re safety, welcoming and behaviour.

Overall, there is a large range of activities and behaviour in parks that are reported as making some users feel unsafe, unwelcome or that puts them off.

These include poorly maintained sites and facilities, ASB, litter, the behaviour of some dogs, large groups, people using wheeled transport including bikes, electric bikes and scooters, the absence of staff/police/enforcement, drug taking, drug dealing, loud music, unauthorised events, people going to the toilet in parks/the unavailability of toilets, sexual activity and predatory male behaviour.

## Feedback from focus groups

Overall, this has demonstrated that the elements that make for a good park: staffing, maintenance quality, engagement, activities and a range of facilities serve everyone's needs and that budget reductions probably effect seldom heard groups the most.

Some of the key issues were:

**Young people key issues:** Concerns about other young people including a fear of being robbed and of knife crime, parks mainly offering facilities for younger children, unwelcome attention and catcalling putting girls off, girls feeling as they got into their teens that facilities were limited and/or dominated by boys and parks being less safe when dark.

**Disabled people key issues included:** Getting into the park, getting around the park via accessible pathways and having access to toilets are fundamental requirements most frequently mentioned by participants. Information about accessibility being available on the Council website is very important in assisting usage. Play provision for disabled children is very limited and should be improved over time.

**LGBTQI people key issues:** A similar range of issues as for other users can make people feel unsafe or unwelcome including poor maintenance, ASB, poor lighting etc. Welcoming signage was suggested "**HUMANS and NON-HUMANS.**" all welcome. Respondents indicated that they were fearful of expressing intimacy such as holding hands or kissing.

**MIND users' key issues:** As above and similar to other users, MIND users mentioned the presence of teenagers, men, rough sleepers, dogs, people taking drugs and the lack of a staffing presence as key issues. It appeared that participants from this group would be more likely to feel anxious in parks and also more likely to

be put off by encountering either other users perceived as threatening or conditions such as poor maintenance.

**Older people key issues:** Accessibility including the quality of path surfacing, staffing, toilets, being able to have rules enforced, the speed of cyclists and litter were identified as important issues for this group. They suggested bringing together groups with mutual interests, including schools, to listen to each other's points of view.

Good progress towards achieving a better understanding and improving services has been made particularly through the focus groups.

Valuable insights have also been gained from the on-line feedback.

Findings have been incorporated into the EqIA and the Strategy

The Parks and Leisure Service has employed a Community Engagement Officer who is developing a consultation plan to support further targeted and systematic engagement.

Two important studies have been developed to address:

- Women and Girls Safety
- Involving ethnic minorities in Friends groups

A network is being established to better engage with women and girls and Haringey Friends Forum have established an Inclusion Working Group

As part of the consultation plan, better connections and regular engagement need to be established with religious groups and with groups from different ethnic backgrounds.

#### **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 Profile<sup>1</sup>**

56,718: 0-17 (21%)

72,807: 18-34 (27%)

68,257: 35-49 (25%)

44,807: 50-64 (17%)

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<sup>1</sup> Source: State of the Borough

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)

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 \(2009 - 2019\) \(arcgis.com\)](https://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 Council has undertaken engagement with teenagers, young adults and older people and has identified some of their needs. Engagement is planned to continue and the Service will need to incorporate the current feedback and the feedback it receives in the future to consider making changes in the design, management and maintenance, activity offer and marketing of sites to improve provision for users of different ages.

An immediate priority for action will be to seek to improve provision for girls both through the establishment of a network for women and girls and as an outcome in increased usage from the PlayZones initiative.

Officers will also investigate external funding options to support girls use of parks.



## 4b. Disability<sup>2</sup>

### Data

#### Borough Profile <sup>3</sup>

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.

### 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 focus groups have enabled the Council to identify a range of actions that should be taken to improve provision for disabled people, and these should be implemented over time to bring about adaptations to parks.

In summary, the consultation identified, as identified in Section 3B, that

“Getting into the park, getting around the park via accessible pathways and having access to toilets are fundamental requirements most frequently mentioned by participants. Information about accessibility being available on the Council website is

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<sup>2</sup> 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.

<sup>3</sup> Source: 2011 Census



very important in assisting usage. Play provision for disabled children is very limited and should be improved over time.”

Whilst there are many additional areas to consider in order to improve parks provision for disabled people, systematically addressing the above (where practical) across the parks portfolio will make a significant difference.

The consultation has further resulted in the incorporation of a new action within the Strategy “To Identify changes in the design of parks and greenspaces to make them more attractive, safer, more welcoming and accessible for everyone and particularly for seldom heard groups.

**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.

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#### **4c. Gender Reassignment<sup>4</sup>**

##### **Data**

##### **Borough Profile**

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

##### **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 parks and leisure services and activities are trans-inclusive.

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<sup>4</sup> 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 ones preferred gender. This is because changing ones physiological or other gender attributes is a personal process rather than a medical one.

<sup>5</sup> 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.

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## 4d. Marriage and Civil Partnership

### Data

#### Borough Profile <sup>6</sup>

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

#### 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.

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## 4e. Pregnancy and Maternity

### Data

#### Borough Profile <sup>7</sup>

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 \(nih.gov\)](#)

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<sup>6</sup> Source: 2011 Census

<sup>7</sup> Births by Borough (ONS)

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 \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/431222/Improving-access-to-greenspace-2020-review.pdf)

[Briefing8 Green spaces health inequalities.pdf \(publishing.service.gov.uk\)](https://publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/431222/Briefing8-Green-spaces-health-inequalities.pdf)

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

A new study has been published during the consultation period that has focused on Safer Parks for Women and Girls and the main report associated with this study has been incorporated within guidance for the Green Flag award

[Resources Hub \(greenflagaward.org\)](https://www.greenflagaward.org/resources-hub)

Implementing the recommended framework from this report will result in better experiences in parks and greenspaces for women and girls

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

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#### 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.<sup>8</sup>

#### Data

##### **Borough Profile** <sup>9</sup>

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%**

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

<sup>9</sup> Source: 2011 Census

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/Norther Irish/British: 34.7%  
Irish: 2.7%  
Gypsy or Irish Traveller: 0.1%  
Other White: 23%

## **Target Population Profile**

### **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 greenspace 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 greenspace.

[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 greenspaces 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, Who’s 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.

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#### **4g. Religion or belief**

##### **Data**

##### **Borough Profile <sup>10</sup>**

Christian: 45%

Buddhist: 1.1%

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.

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#### **4h. Sex**

##### **Data**

##### **Borough profile <sup>11</sup>**

Females: (50.5%)

Males: (49.5%)

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<sup>10</sup> Source: 2011 Census

<sup>11</sup> Source: 2011 Census

## Target Population Profile

### As above

The [Monitoring Engagement in the Natural Environment Survey \(2009 - 2019\) \(arcgis.com\)](#) 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.

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.

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## 4i. Sexual Orientation

### Data

#### Borough profile <sup>12</sup>

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 6<sup>th</sup> largest gay and lesbian population in London and 9<sup>th</sup> 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.

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<sup>12</sup> Source: ONS Integrated Household Survey

Consultation with the focus group identified some of the experiences of LGBTQI people in parks and how these could be improved.

Specific actions to take forward are:

Over time, changing entrance signage for parks to include a positive statement that parks are welcoming to all.

Working with the LGBTQI community to include them more in community festivals and activities in parks.

Therefore, driving out antisocial behaviour that could lead to hate crime is a key action and included in the Strategy. The extension of PSPOs 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.

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#### 4j. Socioeconomic Status (local)

##### Data

##### Borough profile

##### Income

8.3% of the population in Haringey were claiming unemployment benefit on 9 December 2021.<sup>13</sup>

20.8% of the population in Haringey were claiming Universal Credit on 9 December 2021.<sup>14</sup>

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

##### 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.<sup>16</sup>

4.4% of Haringey's working age populations had no qualifications in 2020.<sup>17</sup> 4.8% were qualified to level one only.<sup>18</sup>

##### Area Deprivation

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<sup>13</sup> [ONS Claimant Count](#)

<sup>14</sup> [LG Inform](#)

<sup>15</sup> ONS

<sup>16</sup> Source: Annual Population Survey 2019 (via nomis)

<sup>17</sup> [LG Inform - qualifications](#)

<sup>18</sup> [LG Inform – level one](#)



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.<sup>19</sup>

## 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 335. 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%) 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)

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](#)

[Feedback from the focus groups from young people and from MIND users demonstrates that some people from these groups can feel excluded from being able to use parks cafes because of the prices charged.](#)

[Young people asked if parks could incorporate 'corner shops' so that they could purchase refreshments more cheaply and stay in the park longer.](#)

**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.

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<sup>19</sup> [State of the Borough](#) (p.21)

The café within the Community Hub building charges £0.99 for a cup of tea and this could be explored with other parks cafes.

## **5. Key Impacts Summary**

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

The consultation has identified a number of further actions that can be taken to improve provision for people with Protected Characteristics and these changes will be reflected in the action plans for the Strategy and supporting plans and policies.

These changes will take time to implement.

Within the Strategy are a number of key performance measures including measures of progress for the Inclusion and Wellbeing Aim.

These will need to be reviewed at least annually to ensure that the momentum achieved by the development of the strategy and the more recent consultation process is maintained.

### **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**

We were unsuccessful in being able to arrange a focus group with Faith communities but will be seeking to engage with them as part of the PlayZones project and as part of ongoing community engagement work.

The wider context is that there has been a limited amount of work done not only in Haringey but across the UK on making parks more inclusive.

The COVID pandemic has changed this, and the recent work done by the Council corresponds to work being done elsewhere on inclusion in parks by local authorities, health authorities, universities, Friends groups and others.

It will be very important to maintain this momentum.

## **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. The documents including action plans and officers work plans have changed as a result of the feedback obtained to address the issues raised.

**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?**

**A number of changes to the strategy and plans are being made as a result of the consultation.**

**These include changes to the Strategy, Community Engagement and Volunteering Plan, to policies and standards and to the Asset Management Plan**

Action:

**Not applicable**

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:

**Not applicable**

## **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 and Wellbeing 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 **Mark Stevens**, Assistant Director **Direct Services**

Date 20<sup>th</sup> June 2023

#### **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.