

Equality Impact Analysis Form

1. Equality Impact Analysis (EIA) Form

Title of EIA (policy/change it relates to)	Parks & Open Spaces Strategy – 2022-27	Date	December 2021
Team/Department	Leisure & Parks / Operations		
Focus of EIA What are the aims of the new initiative? Who implements it? Define the user group impacted? How will they be impacted?	<p>This strategy replaces the outgoing Parks and Open Spaces Strategy and draws from previous parks improvements to outline the Council's commitment to parks and open spaces. It also sets out key areas of focus for the next five years.</p> <p>Implemented by the Council with support from partners.</p> <p>Parks and open spaces are potentially used by a wide range of residents from all age groups and ethnicities.</p> <p>Impact is related to access and facility improvements and working with other departments on initiatives to engage with users through volunteering.</p>		

Please note: Prepopulated data for protected categories other than Age and Gender come from 2011 census results¹ on the district, the Age and Gender data comes from ONS mid-year estimates². If the service has specific demographic data for service users/residents than this should be used instead.

¹<https://www.nomisweb.co.uk/census/2011>

²<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland>

2. Review of information, equality analysis and potential actions

Please fill in when appropriate to the change. If it does not, please put N/A

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff		What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Age	Under 20 20-24 25-29 30-44 45-59 60-64 65-74 75-84 85-89 90	24.2% 4.5% 5.5% 19.8% 22.9% 5.4% 9.6% 5.6% 1.6% 0.9%	Age data was not collected through the consultation but evidence from routine inspections suggests a broad age range use our parks. The consultation did not reveal any concerns from residents about any age related discrimination.	Our service needs to accommodate young people including both the very young and older teenagers both of whom require opportunity to play and socialise through to the other end of the spectrum including older people who may have mobility issues and also benefit from opportunities to socialise.	We provide a good range of equipped play areas designed to cater for the full range of ages and are mindful of creating opportunities for natural play. We ensure our parks are as accessible as possible with appropriate gates and parking where possible. We install seating at intervals throughout our parks. We commit to continue delivering a high quality of service in this respect. We continue to commit to delivering

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff		What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
					opportunities for volunteer work through our Friends Groups and are aware that these are enjoyed to a good extent by the 45-74 yr brackets capturing the larger age profile for the district.
Disability	11,663 households in East Herts have one person in household with a long-term health problem or disability.		The consultation did not find any issues relating directly to any long term health or disability problems. 36% of consultees advised that “accessible to all” is one of the three most important things that people	Physical access was noted as a priority as we develop our open spaces. The consultation feedback mentioned better access for cyclists, parking for disabled visitors and interventions to improve wet weather access. Attention to	These have been and will continue to be picked up in our individual greenspace action plans which are routinely revised. The strategy commits to continue focusing on good access for all users.

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
		believe parks should offer. When asked "what is the one most crucial thing we should focus on to meet our customers' needs in our parks and open spaces" the relevant options were Health & Wellbeing (6%) and Accessibility (6%) both demonstrating very limited concern.	footpath maintenance was also raised.	

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations 																						
Gender reassignment	Neither this consultation, nor our previous public engagements relating to green space action plans have identified any data relating to gender reassignment.	Our strategy consultation found no issues raised about gender reassignment.	We have been conscious not to discriminate against this group.	Continue awareness.																						
Pregnancy and maternity	Neither this consultation, nor our previous public engagements relating to green space action plans have identified any data relating to pregnancy or maternity.		We have been conscious not to discriminate against this group.	Continue awareness.																						
Race	<table border="0"> <tr> <td>White</td> <td>95.47%</td> </tr> <tr> <td>English/Welsh/Scottish/Northern Irish/British</td> <td>90.25%</td> </tr> <tr> <td>Irish</td> <td>1.14%</td> </tr> <tr> <td>Gypsy or Irish Traveller</td> <td>0.04%</td> </tr> <tr> <td>Other White</td> <td>4.04%</td> </tr> <tr> <td>Mixed/multiple ethnic groups</td> <td>1.61%</td> </tr> <tr> <td>White and Black Caribbean</td> <td>0.45%</td> </tr> <tr> <td>White and Black African</td> <td>0.15%</td> </tr> <tr> <td>White and Asian</td> <td>0.62%</td> </tr> <tr> <td>Other Mixed</td> <td>0.38%</td> </tr> <tr> <td>Asian/Asian British</td> <td>1.95%</td> </tr> </table>	White	95.47%	English/Welsh/Scottish/Northern Irish/British	90.25%	Irish	1.14%	Gypsy or Irish Traveller	0.04%	Other White	4.04%	Mixed/multiple ethnic groups	1.61%	White and Black Caribbean	0.45%	White and Black African	0.15%	White and Asian	0.62%	Other Mixed	0.38%	Asian/Asian British	1.95%	Our strategy consultation found no issues raised about race discrimination.	There could be potential for our promotional and guidance material both on our web site and on the ground to discriminate.	We have been conscious not to discriminate against any ethnic group. We could find ways to engage with smaller ethnic groups as we develop our services. This will require guidance to secure meaningful opportunities.
White	95.47%																									
English/Welsh/Scottish/Northern Irish/British	90.25%																									
Irish	1.14%																									
Gypsy or Irish Traveller	0.04%																									
Other White	4.04%																									
Mixed/multiple ethnic groups	1.61%																									
White and Black Caribbean	0.45%																									
White and Black African	0.15%																									
White and Asian	0.62%																									
Other Mixed	0.38%																									
Asian/Asian British	1.95%																									

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations 																								
	<table border="0"> <tr> <td>Indian</td> <td>0.73%</td> </tr> <tr> <td>Pakistani</td> <td>0.15%</td> </tr> <tr> <td>Bangladeshi</td> <td>0.20%</td> </tr> <tr> <td>Chinese</td> <td>0.37%</td> </tr> <tr> <td>Other Asian</td> <td>0.49%</td> </tr> <tr> <td>Black/African/Caribbean/Black British</td> <td>0.71%</td> </tr> <tr> <td>African</td> <td>0.43%</td> </tr> <tr> <td>Caribbean</td> <td>0.22%</td> </tr> <tr> <td>Other Black</td> <td>0.07%</td> </tr> <tr> <td>Other ethnic group</td> <td>0.26%</td> </tr> <tr> <td>Arab</td> <td>0.10%</td> </tr> <tr> <td>Any other ethnic group</td> <td>0.16%</td> </tr> </table>	Indian	0.73%	Pakistani	0.15%	Bangladeshi	0.20%	Chinese	0.37%	Other Asian	0.49%	Black/African/Caribbean/Black British	0.71%	African	0.43%	Caribbean	0.22%	Other Black	0.07%	Other ethnic group	0.26%	Arab	0.10%	Any other ethnic group	0.16%			
Indian	0.73%																											
Pakistani	0.15%																											
Bangladeshi	0.20%																											
Chinese	0.37%																											
Other Asian	0.49%																											
Black/African/Caribbean/Black British	0.71%																											
African	0.43%																											
Caribbean	0.22%																											
Other Black	0.07%																											
Other ethnic group	0.26%																											
Arab	0.10%																											
Any other ethnic group	0.16%																											
Religion or belief	<table border="0"> <tr> <td>Christian</td> <td>62.75%</td> </tr> <tr> <td>Buddhist</td> <td>0.32%</td> </tr> <tr> <td>Hindu</td> <td>0.45%</td> </tr> <tr> <td>Jewish</td> <td>0.33%</td> </tr> <tr> <td>Muslim</td> <td>0.72%</td> </tr> <tr> <td>Sikh</td> <td>0.12%</td> </tr> <tr> <td>Other religion</td> <td>0.32%</td> </tr> <tr> <td>No religion</td> <td>27.75%</td> </tr> <tr> <td>Religion not stated</td> <td>7.26%</td> </tr> </table>	Christian	62.75%	Buddhist	0.32%	Hindu	0.45%	Jewish	0.33%	Muslim	0.72%	Sikh	0.12%	Other religion	0.32%	No religion	27.75%	Religion not stated	7.26%	Our strategy consultation found no issues raised about religious discrimination.	There could be potential for our promotional and guidance material both on our web site and on the ground to discriminate.	We have been conscious not to discriminate against any religious group. We could find ways to engage with smaller religious groups as we develop our services. This will require guidance						
Christian	62.75%																											
Buddhist	0.32%																											
Hindu	0.45%																											
Jewish	0.33%																											
Muslim	0.72%																											
Sikh	0.12%																											
Other religion	0.32%																											
No religion	27.75%																											
Religion not stated	7.26%																											

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff	What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
				to secure meaningful opportunities.
Sex/Gender	The district is 51% female and 49% male	The data indicates an even spread of need for female and male visitors to our parks. Our consultation has raised no issues from our customers in relation to sex or gender.	We are confident that our services provide an equal opportunity for all groups. Some research suggests that play areas may not always offer as much opportunity for play or socialising for girls as for boys.	Our strategies in the past and going forward are to ensure that we offer a wide range of play types including those traditionally enjoyed by girls such as netball. We ensure that equipment and seating is designed to offer socialising for all young people. There is a general increase in interest in football by girls and so less risk of our Multi Use Games Areas which offer football and basketball being gender biased.

Protected characteristics groups from the Equality Act 2010	What do you know? Summary of data about your service-users and/or staff		What do people tell you? Summary of service-user and/or staff feedback	What does this mean? Impacts (actual and potential, positive and negative. Clearly state each)	What can you do? All potential actions to: <ul style="list-style-type: none"> • advance equality of opportunity, • eliminate discrimination, and • foster good relations
Sexual orientation	Neither this consultation, nor our previous public engagements relating to green space action plans have identified any data relating to sexual orientation.			We are confident that our services provide an equal opportunity for all groups.	We can be mindful during our engagement with users and as we develop our services of any potential discrimination in this area.
Marriage and civil partnership	Single Married Civil partnership Separated Divorced Widowed	30.5% 52.3% 0.2% 2.3% 8.6% 6.2%	Our consultation has revealed no evidence of any discrimination against any of these groups	Our parks and open spaces are freely accessible to any visitor and offer sports, leisure and relaxation to all.	We can be mindful during our engagement with users and as we develop our services of any potential discrimination in this area.
Assessment of overall impacts and any further recommendations					
<p>The services offered through our parks and open spaces, the consultation undertaken and the strategy going forward are designed to offer a wide range of activities and benefits to all residents.</p> <p>Parks are crucial places for residents and visitors to relax, play and keep fit, supporting our health and wellbeing, no better emphasised than through the pandemic experience. We offer to ensure they remain fit for purpose; have good access, are clean and welcoming and that we continue positive engagement with users.</p> <p>We are confident that there is neutral impact from this strategy and no issues of concern.</p>					

3. List detailed data and/or community feedback which informed your EqIA (If applicable)

Title (of data, research or engagement)	Date	Gaps in data	Actions to fill these gaps: who else do you need to engage with? (add these to the Action Plan below, with a timeframe)
Prepopulated EHC data		None identified	n/a
Eight week consultation process receiving 179 responses to an online questionnaire.	Aug to Sept 2021	None identified	n/a

4. Prioritised Action Plan (If applicable)

Impact identified and group(s) affected	Action planned	Expected outcome	Measure of success	Timeframe
NB: These actions must now be transferred to service or business plans and monitored to ensure they achieve the outcomes identified.				

EqIA sign-off: (for the EQIA to be final an email must sent from the relevant people agreeing it or this section must be signed)

Lead Equality Impact Assessment officer:		Date:	
Directorate Management Team rep or Head of Service:	Jess Khanom-Metaman	Date:	5.1.22
Author of Equality Impact Analysis:	Ian Sharratt	Date:	23.12.21