**Equality Impact Assessment / Equality Analysis**

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| **Title of service or policy**  | Kensington Meadows Improvement Project 2018/19 |
| Name of directorate and service | Parks and Trees Department, Neighbourhood Environmental Services |
| **Name and role of officers completing the EIA** | Pete Sessions, Parks Project Manager |
| Date of assessment  | December 2018 |

Equality Impact Assessment (or ‘Equality Analysis’) is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community.  The main aim is to identify any discriminatory or negative consequences for a particular group or sector of the community, and also to identify areas where equality can be better promoted.  Equality impact Assessments (EIAs) can be carried out in relation to service delivery as well as employment policies and strategies.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis on a policy, service or function. It is intended that this is used as a working document throughout the process, with a final version (including the action plan section) being published on the Council’s and NHS Bath and North East Somerset’s websites.

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| **1.**  | **Identify the aims of the policy or service and how it is implemented.** |
|  | **Key questions** | **Answers / Notes** |
| **1.1** | Briefly describe purpose of the service/policy  | To physically improve Kensington Meadows open space for all users using section106 capital budget.Priority improvements proposed include new seating and picnic facilities, improving current and opening up new access points, improving access along the riverside walk, tree planting, creation of meadow areas and enhancements to the play area.Longer term improvements include further access improvements, an extension of play facilities, improving the local nature reserve and installing a surfaced path through the site.Full proposal can be viewed at <http://www.bathnes.gov.uk/kensingtonmeadows> |
| **1.2** | Provide brief details of the scope of the policy or service being reviewed | Spending £55,000 of section106 funding originating from local developments. Funding has been allocated through the Council’s standard decision making processes. |
| **1.3** | Do the aims of this policy link to or conflict with any other policies of the Council? | This work proposed under this project supports the Council’s Green Space Strategy, Play Policy and Joint Health & Wellbeing Strategy. |
| **2. Consideration of available data, research and information** |
| Monitoring data and other information should be used to help you analyse whether you are delivering a fair and equal service. Please consider the availability of the following as potential sources: * **Demographic** data and other statistics, including census findings
* Recent **research** findings (local and national)
* Results from **consultation or engagement** you have undertaken
* Service user **monitoring data** (including ethnicity, gender, disability, religion/belief, sexual orientation and age)
* Information from **relevant groups** or agencies, for example trade unions and voluntary/community organisations
* Analysis of records of enquiries about your service, or **complaints** or **compliments** about them
* Recommendations of **external inspections** or audit reports
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|  | **Key questions** | **Data, research and information that you can refer to**  |
| **2.1** | What is the equalities profile of service users?  | Broadly the profile of service users could include all residents and service users of B&NES. More about the equality profile of the district’s population can be found in the Joint Strategic Needs Assessment, at <http://www.bathnes.gov.uk/services/your-council-and-democracy/local-research-and-statistics> |
| **2.2**  | What engagement or consultation has been undertaken as part of this EIA and with whom?What were the results? | The consultation was primarily delivered through a questionnaire which was made available on the Council’s website and in printed form. The consultation was promoted in the following ways:* Over 350 printed questionnaires were delivered to properties and businesses immediately surrounding Kensington Meadows including those on Meadows Lane, Kensington Place, Ringswell Gardens, Grosvenor Bridge Road and the south side of London Road
* Printed posters were displayed on entrances to Kensington Meadows, in Morrisons supermarket, at the council’s One Stop Shop on Manvers Street and at various community venues in the area.
* The survey was promoted on Twitter and Facebook social media channels by BathNES Parks, B&NES Council, Wild Walcot, Bath Newseum, New Oriel Hall etc.

A total of 178 consultation survey responses were received. 57 copies (32%) were returned in hardcopy and the other 120 (68%) were submitted online.In addition to the questionnaire, members of the Parks and Trees department held two community consultation events where residents could view details and ask questions about the project and proposals.The full findings are documented in a consultation report which is available to download here: <http://www.bathnes.gov.uk/kensingtonmeadows>The direction of the project and the resulting proposal has been directly informed by the results of the consultation. |
| **2.3** | If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?  | The proposal for Kensington Meadows includes priority improvements based on the results of the consultation and the funding available at this time.The proposal also recommends some longer term improvements which are likely to be subject to further consultation and will require additional funding. The Council is committed to carrying out consultation which fully takes account of equalities considerations. |
| **3. Assessment of impact: ‘Equality analysis’** |
|  | Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:* Meets any particular needs of equalities groups or helps promote equality in some way.
* Could have a negative or adverse impact for any of the equalities groups
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|  |  | **Examples of what the service has done to promote equality** | **Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this** |
| **3.1** | **All people** | These initial improvements which are funded via a limited section 106 monies will enhance the greenspace as a free leisure and recreation amenity. It is expected that, should opportunity arise in the future, that any further changes to this amenity will benefit from and not be hampered by these initial improvements. |  |
| **3.2** | **Pregnancy and maternity**  | Additional seating and picnic facilities will provide resting places and make the green space more accessible for parents and children. Increased number of access points will mean that people have more opportunities to enter and exit the green space. Improving existing access points will make them more visible and feel safer. |
| **3.3** | **Disability** - identify the impact/potential impact of the policy on disabled people (ensure consideration both physical, sensory and mental impairments and mental health) | Additional seating and picnic facilities will provide resting places and make the green space more accessible for disabled people.Improving physical access where there are obstacles including providing a hand rail and improving surfaces people with reduced mobility.Increased number of access points will mean that people have more opportunities to enter and exit the green space. |
| **3.4** | **Age** – identify the impact/potential impact of the policy on different age groups | Fencing the play area will make it safer and reduce dog fouling where children and families play.Improving physical access where there are obstacles including providing a hand rail, improving surfaces for pushchairs and people with reduced mobility.Additional seating and picnic facilities will make the green space more accessible for all visitors and give opportunities to rest. |
| **3.5** | **Race, Sexual orientation, Marriage and civil partnership, Religion/belief, Transgender**  – identify the impact/potential impact on different groups  |  | We have not currently been able to identify any actual or potential adverse impacts. However, we will continue to monitor this and will carry out further consultation and equality analysis as is proportionate. |
| **3.6** | **Socio-economically disadvantaged\*** – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances. (This is not a legal requirement, but is a local priority). | Improvements will enhance the greenspace as a free leisure and recreation amenity. |

There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and haver therefore been included here.

**4. Bath and North East Somerset Council & NHS B&NES**

**Equality Impact Assessment Improvement Plan**

Please list actions that you plan to take as a result of this assessment/analysis. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

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| **Issues identified** | **Actions required** | **Progress milestones** | **Officer responsible** | **By when** |
| None identified |  |  |  |  |

**5. Sign off and publishing**

Once you have completed this form, it needs to be ‘approved’ by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk), who will publish it on the Council’s and/or NHS B&NES’ website. Keep a copy for your own records.

**Signed off by**: (Director)

**Date: 4/2/19**