**Equality Impact Assessment / Equality Analysis**

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| **Title of service or policy** | Sydney Gardens National Lottery Heritage Funded park restoration project |
| Name of directorate and service | Parks and Trees, B&NES Council |
| **Name and role of officers completing the EIA** | Susan Palmer – Community Ranger  Louise Murphy – Equality Officer |
| Date of assessment | 20/06/19 & Updated on 05/05/20 |

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 e.g.   * How the service/policy is delivered and by whom * If responsibility for its implementation is shared with other departments or organisations * Intended outcomes | | To improve Sydney Gardens for users across need and capacity, as an inclusive and friendly park with a particular focus on those with Dementia, Autism, and those with impaired mobility as well as for BAME users who are an under-represented user group.  Delivered by the Sydney Gardens Project team and B&NES Parks & Trees Service over the 3 year restoration project (February 2019 to March 2022: <https://www.bathnes.gov.uk/sydney-gardens>  Please refer to documents created and submitted as part of the NLHF Parks for People Application in Sydney Gardens folder on SDrive including   * S3a.1 Design & Access Statement * SD 2.6 Disability and Access Report * SD 2.8 Evidence from Public Consultations on Activity Plan * SD 2.9 Audience and Visitor Survey Data Round 1 * SD 2.13 Report - Barriers to participation for older people | | |
| **1.2** | | Provide brief details of the scope of the policy or service being reviewed, for example:   * Is it a new service/policy or review of an existing one? * Is it a national requirement?). * How much room for review is there? | | This is a new service  There is a requirement from National Lottery Heritage Fund that we diversify and increase participation in the park. Our ‘approved purposes’ specify:   * making the park dementia friendly * providing a Changes Places facility * working with the Julian House DVA Service clients * working with older people   The Sydney Gardens project will also initiate, evolve and trial new approaches to participation in public green spaces, for example:   * the role of the Horticultural Participation Officer who will work to engage and work with volunteers to look after parts of the park and run a horticultural public training programme * the Bothy ‘model of exchange’ to diversify and expand public participation and learning, as well as an innovative ‘Share The Space’ behaviour change initiative.   The project is subject to interim annual evaluation where reviews will be undertaken in relation to meeting our aims and objectives. These are points where our service delivery can be adjusted and updated. | | |
| **1.3** | | Do the aims of this policy link to or conflict with any other policies of the Council? | | The aims link to the B&NES Equality Policy and B&NES Environmental Policy | | |
| **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 | | | | | | |
|  | | **Key questions** | | | **Data, research and information that you can refer to** | |
| **2.1** | | What is the equalities profile of the team delivering the service/policy? | | | The profile of the delivery team (x2 key project staff) is too small to give any demographic details. | |
| **2.2** | | What equalities training have staff received? | | | Both staff have received equality training provided by the Council. | |
| **2.3** | | What is the equalities profile of service users? | | | Please refer to data gathered in Round 1 of the HLF project application process as specified in 1.1   * SD 2.8 Evidence from Public Consultations on Activity Plan * SD 2.9 Audience and Visitor Survey Data Round 1   Plus, link to JSNA data pages | |
| **2.4** | | What other data do you have in terms of service users or staff? (e.g results of customer satisfaction surveys, consultation findings). Are there any gaps? | | | * Visitor surveys from Round 1 Development phase as specified in 1.1 * Research and public engagement findings following detailed discussions with partners, organisations and volunteers in Round 1 Development Phase * Specific site visits undertaken by the Community Ranger with ranger of users with specific needs including a parent of child with Autism, a disabled local resident with mobility impairment and an older wheeled buggy user as well as meetings with carers of, and those with, memory loss and dementia * Gaps in our understandings exist in relation to how welcome and included both disabled and BAME people feel in the park and able to participate in the activities, and we aim to gather further research as our project progresses, especially in relation to ‘Share the Space’ initiative. | |
| **2.5** | | What engagement or consultation has been undertaken as part of this EIA and with whom?  What were the results? | | | * Sarah Mowl Community Survey in 2013 for Round 1 reports * Visitor surveys undertaken by Alison Millward Consultants and the Friends of Sydney Gardens in 2016 for Round 1 HLF application * Public consultation on the design of the masterplan for the restoration project in November 2017 and April 2018 * Extensive engagement and consultation with specific user groups in relation to our 5 key audiences. Please refer to our project application document SD 2.1 Activity Plan, and SD 2.5 Public Engagement Report * Trialled activities and events as part of our Development Phase organised and delivered by the Community Ranger from August 2017 to June 2018 specifically engaging audiences that were not included/using the park, including those with memory loss, families with young children, older people (through Age UK B&NES), clients of Julian House DVA service, Bath Home Educators and organisations who support minority groups * We undertook a Dementia Friendly Audit of the park with Frances Bennet, a consultant Richmond Borough Council and lead of the ‘Friendly Parks for All’ design guidance and we commissioned a draft report into making Sydney Gardens dementia friendly in 2018. The final ‘Making Sydney Gardens Dementia Friendly’ report by Frances Bennett was reviewed and delivered in July 2019 following a site visit with Frances and our contracted Landscape Architects Greenhalgh * Key findings in relation to this research were identified and included in our Round 2 bid to the HLF in relation to 5 key audiences: * Local children and their families * Teenagers & young adults * Over 65s * Vulnerable people (homeless, victims of abuse) * People in poor health (physical and mental)   Activities, events, training and volunteering opportunities for delivery through 2019 to 2022 have been specifically designed to engage these audiences, alongside BAME audiences, through the project’s Activity Plan  Susan Palmer, Community Ranger consulted with the Independent Equalities Advisory Group in May 2019.  Susan Palmer, Community Ranger met with Louise Murphy in June 2019 and completed a draft EIA. | |
| **2.6** | | If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this? | | | Susan Palmer, Community Ranger will continue to consult with the Independent Equalities Advisory Group over the project delivery.  Mali Kedward, Horticultural Participation Officer and gardening volunteer coordinator will be informed of the EIA and encouraged to collect ongoing data and research to input into our aims and objectives.  We are planning a series of ongoing public dialogues through 2020-21 - ‘Share The Space’ events with representatives from different users groups across need including representatives from the homeless, wheeled users, young people and carers of those with memory loss, to participate in drawing up a guidance for behaviour change to facilitate users across age and needs in Sydney Gardens. | |
| **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 | | | | | | |
|  |  | | **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** | |
|  | All groups | | * Overall design and landscaping of the park has tried to consider the needs of all protected characteristics while incorporating an inclusive design. * Restoration design opens areas of the park currently closed to public use to make more green space available to all groups – the former Allotment site, the Depot area, and the Bothy. * Aiming to make the park feel safer given its history of some predatory behaviour (in relationship to outdoor sex) through opening of some of the darker and overgrown areas of the park. * Training sessions for Parks Team staff and volunteers in equality and inclusivity, including Dementia Friendly * A ‘Code of Conduct’ is being developed in relation to staff and volunteers knowing how to signpost people at risk who are using the park to other services such as homeless people, or those exhibiting mental health disturbance and distress. * Training in inclusivity and diversity will be delivered to the project team and new staff including Horticultural Participation Officer, Communications Intern etc by B&NES Equalities Team | | | Conflicts between different use groups for example, parents/carers who want to take their dog into a play area as part of their family, and dogs being excluded from play areas.  Commuter cyclists wishing to use the park as a through route versus making the park a slower space for older users with memory loss and mobility needs (a national cycle route goes around the park on the busy Beckford Road and there has been pressure on the Council to move it to run through Sydney Gardens). | |
| **3.1** | **Sex** – identify the impact/potential impact of the policy on women and men. | | * Julian House DVA Service engagement will be predominantly for women and their children as they are the main user group of the DVA Service * Dementia friendly aspects are likely to be of profound benefit to both sexes * Changing places facility will be of particular benefit to carers (more likely women). * Bath Carers Centre –a tour of the park is planned for this user group in 2020 * Activities to be of interest to men/women and boys/girls (e.g. Tai Chi, Afterschool Play and Community Play Days, Mindfulness in the park * Pathways to Wellbeing partnership project with the Holburne Museum with young men at risk of mental health challenges. * Challenging Parks & Trees service more gendered roles in relation to green space maintenance - our Horticultural Participation Officer is a woman. | | | Very slightly lower numbers of men using the park from visitor survey results in 2016. Will further explore data and monitor participation via visitor surveys in 2021, and through data collection at activities, training and events. | |
| **3.2** | **Pregnancy and maternity** | | * Changing Places facility will be of benefit * Improved benches and resting points through the park * Dedicated play areas that are fenced in to protect children from dogs (and dog faeces) * Wheeled access improved with new entrance way at the top of the park off Beckford Road creating a lower incline through the park * Ramp up from the canal towpath into Sydney Gardens which will improve wheeled access | | | None identified | |
| **3.3** | **Gender reassignment** – identify the impact/potential impact of the policy on transgender people | | * Promoting a safer, friendly park for all will have positive impacts on all users and could have particularly positive impacts on those who may be more vulnerable to prejudice and hate crime. * Expand the learned heritage of the park to include documentation of positive gender fluidity across history * Creating activities that are open, welcoming and inclusive in their design, content and publicity | | |  | |
| **3.4** | **Disability** - identify the impact/potential impact of the policy on disabled people (ensure consideration both physical, sensory and mental impairments and mental health) | | * The project is Equality Act (Disability) compliant * The design scheme for the restoration project is DDA compliant with pathways, surfaces, entrances, gradients, internal routes, signage, park furniture, facilities, benches and toilets, and other infrastructure. * Events and activities prioritised for our key audiences including older people and those with disabilities including dementia. | | | Sometimes there are conflicts in need. Autistic children for example, need safe approaches into the park, with good visibility ahead and prefer dogs on leads in the park itself as a general guidance. Not all entrances can be designed to have maximum visibility and dogs being on leads is not possible to implement in the park. | |
| **3.5** | **Age** – identify the impact/potential impact of the policy on different age groups | | * See 3.4 re disability as ref * Activities and engagement have been designed to attract both older people and younger people. * Partnered with Age UK B&NES to reach older people and host older people’s groups in the park * Free afterschool play and Community Play Days targeted to new audiences and nearby neighbourhoods * Nature Tots programme specifically communicated to parents with under 5s who have not had the chance to participate in outdoor play and this was successfully delivered in year one (2019) and is an ongoing programme * Designated dementia friendly route / circuit of the Gardens with resting points as part of the restoration plan * Volunteer gardening expanded to include specific opportunities through the programme for older people and those with mobility needs * Ramp up from the canal into the park * New entrance at Beckford Road and a shallower gradient through the park and promoting this route for older people and wheeled users. * New play area for children of all ages with new play equipment including natural play, for toddlers, young children and teenagers including sports such as outdoor table tennis * An adult swing in the park * Measured exercise routes and distance marker posts through the park * Hosting afterschool play for children from local schools such as Bathwick St Mary’s, who don’t have any outdoor green space. * Young people and families welcomed in relation to discussion and activities about Climate Change | | | Conflict of young people using the park to skateboard or for scoot runs, especially in the central pathway which is a key route for all users.  Conflicts of commuter speed cycling through the park  Cyclists using park as a cut through/ speed route to avoid road  Conflict of younger and older people moving at different speeds with different needs.  Entrances and some building in the parks are Grade 2 listed and so are not able to be widened or changed creating potential pinch points for access especially wheeled users | |
| **3.6** | **Race** – identify the impact/potential impact on different black and minority ethnic groups | | * Training for staff in inclusivity and diversity * Challenging received ideas of heritage in relation to Sydney Gardens - colonial heritage, connection to slavery and wealth creation in Bath, including hosting ‘reluctant history’ walks and talks * Welcoming and hosting Bath Spa University students into the park to challenge and expand diverse heritage and history, as well as volunteering in the park * Activities have been specifically designed to include different ethnicities and to diversify engagement – for example the Peace Oak Commemoration event included a Peace Crane workshop led by a Japanese artist * Future activities planned include celebrating the Chinese Moon celebration etc * Bath Welcomes Refugees tour and event is part of the activity plan * Some ethnic communities do not feel welcomed in public green space, and we will continually explore how to ensure this is addressed * Encourage younger natural history users by hosting activities run by and for young people | | |  | |
|  |  | | **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** | |
| **3.6** | **Sexual orientation -** identify the impact/potential impact of the policy on  lesbian, gay, bisexual, heterosexual people | | Activity planned:   * A walk and talk in the park to explore the gay history of the park is being planned for 2021 in order to better understand the specific history of this user group * A talk about gender representation in Georgian England is planned in partnership with the Holburne to discover gay heritage in the history of the Pleasure Gardens | | | Some gay people may feel that their use of a space has been undermined and criticised and the activity excluded from the space (outdoor sex), although we consider that Sydney Gardens is no longer a key site for this activity more than any other outdoor space. | |
| **3.7** | **Marriage and civil partnership –** does the policy/strategy treat married and civil partnered people equally? | |  | | |  | |
| **3.8** | **Religion/belief** – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion. | | * The ‘Friendly Parks for All’ model and audit that makes the park dementia friendly, is also an inclusive model, and welcomes users across belief and religion. * Project staff are aware of the need for equality across religious belief and for those of no religion. * Attention to communications, inclusive language and content of activities will be under constant review. | | |  | |
| **3.9** | **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).** | | * Free activities open to all * Targeted outreach to Widcombe, Snowhill and Walcot children’s’ services and community organisations to enable people on lower incomes to participate in activities before those of higher incomes * Bath Carers Centre * Volunteer opportunities and free training open to all, and routes into paid work signposted * Free educational and learning resources being designed for download and print for residents and visitors * Partnership working with other projects for example, Age UK B&NES and Julian House to extend participation into disadvantaged communities | | |  | |
| **3.10** | **Rural communities\*** – identify the impact / potential impact on people living in rural communities | | * Communications extend beyond immediate community to North East Somerset through social media outreach and our e-newsletter. | | |  | |

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** |
| Pupils from King Edwards School historically discouraged from walking home through the park, especially in winter | Meet with King Edwards staff for a discussion about the issue and draw up solutions | Summer 2021  Activity / Dialogue with school representatives | Community Ranger | March 2022 |
| No outdoor facility in Bath or surrounding area in relation to a Changing Places facility in an outdoor space | Install Changing Places facility in the park | Build programme through Autumn 2020 - Autumn 2021 | Project Manager | March 2022 |
| Cycling Routes and sharing the space | Paths and routes through the park are clearly shared space  New route through the park with compliant incline as well as new ramp up from the canal | Build programme through Autumn 2020 - Autumn 2021 | Project Manager  Community Ranger | March 2022 |
|  | ‘Share the Space’ meetings and activities to promote behaviour change for the needs and benefit of different park users – a ‘Friendly Park for All’ |  |  |  |

**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 (), who will publish it on the Council’s and/or NHS B&NES’ website. Keep a copy for your own records.

**Signed off by**: (Divisional Director or nominated senior officer)

**Date:**