

Equality Analysis (Previously Equality Impact & Needs Assessment) Form



Name of the policy, function or project: Green Space Strategy

Service: Health & Community Services

Complete this form for any existing/proposed policy/function/project regardless of whether it is aimed at external customers or internal staff. Please also be aware that equality policy applies to staffing/human resources issues as much as to external service delivery issues. Please note that existing policies/functions will be assessed as per an agreed annual programme. However if you are reviewing or devising a policy etc that is not currently in the 3 year plan it still needs an EA

Answer every question – even if it is negative.

If you conclude that there is a negative impact you will need to review the policy/function/project to improve the equalities performance and minimise or remove the impact. This should be done using the 'Improvement Actions Planned' table. Where appropriate such actions should be included in your Service Plan for the following year.

If the Corporate Equalities & Access Group (CEAG) feels this impact assessment needs further consideration, **you will be asked to review your conclusions.**

As a result of this exercise, you will have checked that your policy/function/project does not have negative/adverse impacts in terms of Gender, Gender re-assignment/ transgender, Ethnicity/Race, Disability, Age, Sexual Orientation, Religion or Belief, Marriage/Civil Partnerships, Pregnancy/Maternity (equality target groups). If it does you will have identified relevant actions needed to minimise or remove such impact and their likely resource implications.

This is not simply a paper exercise – it is designed to make sure that your policy/function/project and service (development) is delivered fairly and effectively to all sections of our local community, and our employees!

Please note that the Council is required to publish the results of these assessments, and update; therefore **your completed form may be a public document.**

Once completed and/or when your corresponding report is submitted to Management Board –Cabinet, please pass this form, together with documentation describing both the policy/function/project it concerns and any evidence relating to assessed impacts, to Alison Moran, Performance Manager. ***If this is a new policy/service/procedure/function/project this form will also need to be attached to your draft report for approval by your Director prior to its first submission to Management Board. Reports cannot be considered by Management Board unless both they & this EA have had prior approval by the relevant Director.***

For further details please see separate Guidance Note on process for completion of EA’s.

To complete the form using ‘check marks’ in the boxes, position the cursor over the box you require, left double click, then select ‘checked’ in the ‘check box form field options’ box that appears on screen.

a. Preparation

The work on this section should be done in advance and be used as part of your INA. Please attach examples of available evidence, including monitoring information, research and consultation reports.

1a. Do you have relevant data available on the number of people within the scope of your policy/function/project? E.g. whole population of the district/ward or employee data. – **District Wide Strategy covering the whole population**

In relation to:

	Yes	No
• Women and men	<input checked="" type="checkbox"/>	<input type="checkbox"/>
• Gender reassignment	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Black and minority ethnic communities	<input checked="" type="checkbox"/>	<input type="checkbox"/>
• People with disabilities	<input checked="" type="checkbox"/>	<input type="checkbox"/>
• Age groups	<input checked="" type="checkbox"/>	<input type="checkbox"/>
• Sexual orientation	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Religion or belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>
• Marital status/civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>
• Pregnancy/Maternity	<input type="checkbox"/>	<input checked="" type="checkbox"/>

1b. Do you have relevant data available on the number of people subject to or impacted by your policy/function/project? E.g. numbers of disabled people using the service – **District Wide Strategy covering the whole population**

In relation to:

	Yes	No
• Women and men	<input type="checkbox"/>	<input checked="" type="checkbox"/>

- Black and minority ethnic communities
- Gender reassignment
- People with disabilities
- Age groups
- Sexual orientation
- Religion or belief
- Marital status/civil partnership
- Pregnancy/Maternity

2. If you have answered 'yes' to the above questions your monitoring data should be compared to the current available census data to see whether a proportionate number of people are taking up your service. Please make any comments regarding service take up if relevant:

If you have answered 'no' please explain reasons for lack of relevant data:

Green spaces are open access facilities and as such are historically difficult to gain an accurate picture of usage and by who. Snapshots can be taken but provide limited value in terms of measuring equality and diversity.

3. Are you aware of any relevant equality or diversity related consultation, research, or good practice guidance in relation to this area? If so then please list and attach here:

Yes

No

I have consulted with the East Midlands Green Space network and no other Council's responded to having this data or an approach to capturing it.

4. Do you need to carry out further research/ consultation to identify impacts, needs etc? Please specify what and who with?

Yes

No

Yes, although green spaces are used by the whole population range further information is required on exactly who is using our green spaces. Measuring equality and diversity at open access green space sites is challenging and ways to achieve this should continue to be explored (such as using the Council's satisfaction survey's to compare satisfaction responses with the different equality and diversity categories). With this data the service can increase awareness and investigate why certain groups don't use / use green spaces less than others.

b. Your policy, service, function or project

1. What is the title and main aim or purpose of the policy/function/service/project?

Title: Green Space Strategy.

Purpose: To provide quality green space that is valued and enjoyed by everyone.

2. List the areas of activity of the policy/function/project, e.g. the recruitment strategy might have advertising, interviewing, short listing etc. as activity areas.

Green Space Strategy Action Plan.

3. Who are the main intended beneficiaries of the policy/function/service/project?

There is no main beneficiary as this is a district wide strategy covering the whole population.

5. Which people / groups may be affected by the policy/function/project – whole population or particular groups?

The whole population.

6. Are you expecting to make any changes during the next year?

- Policy
- Function
- Project
- Procedure

Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>

7. Who else will be involved in undertaking the EA (names and roles)?

Alison Moran – Performance & Audit Manager
Quin Quinney – Health & Community Services Group Manager

c. Impact Assessment

1. Complete the following tables for each equality target group, by inserting a check mark or tick in one of the 3 options columns - Positive impact, Negative impact, Neutral.

- ★ Consider the information gathered in Section (a) of this form, compare monitoring information with census data, and considering any other evidence, research or consultations, identify any instances where you believe people in different equality groups could be impacted differentially.
- ★ This is particularly important where you think that the policy/function/project could have a **negative impact** on any of the equality target groups, i.e. it could disadvantage them, but also
- Where you think that the policy/function/project could have a **positive impact** on any of the equality target groups or contribute to promoting equality, equal opportunities or improving relations within equality target groups
- Otherwise, if you think that neither negative nor positive apply, then choose **neutral impact**
- Note that only **one** type of impact can be applicable for any particular equality group category e.g. male or female.
- **In all cases, please state briefly the reason/rationale for your assessment.**

a) How will the policy/function/project/procedure impact on men, women and those who are transgendered or have gone through gender re-assignment? e.g. flexible working arrangements might have a positive impact on women with caring responsibilities

Gender	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
Male	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Female	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Transgender/GR	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

b) How will the policy/function/project/procedure impact on people from different or minority ethnic communities? This may involve using Council services differently, e.g. will Muslim women use the Council's swimming pool more often if separate sex swimming arrangements are in place?

Ethnicity	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
White British	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
White European	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Mixed Ethnicity	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Asian	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
African or Caribbean	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Gypsy/Roma	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Other ethnic group	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

c) How will the policy/function/project/procedure impact on people with disabilities, e.g. if information about Council Tax benefits are not made available in large print or alternative formats, access to such benefits might be denied to people with a visual impairment or learning disability.

Disability/Health	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
Visually impaired	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The strategy sets out that in planning for green spaces access for people with disabilities will be considered.
Hearing impairment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Physically disabled	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Learning difficulty	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Mental health problem	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Other longstanding health problem which limits day to day activities	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

d) Does the policy/function/project/procedure impact on people differently based on their age, e.g. a job advertisement that requires at least ten years post qualification experience would clearly prevent people in their twenties from applying

Age Group	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
Children (under 16)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	The strategy recognises the need to improve provision for children and young people on green spaces.
(16 to 29)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
(30 – 44)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
(45 – 59)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
(26 to 55)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
(60 – 74)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Older (over 75)	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

e) Does the policy/function/project/procedure impact on people differently based on their sexual orientation, e.g. if housing policy is only to offer temporary accommodation to couples of different sex a gay or lesbian couple would be unable to be housed

Sexual Orientation	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
Heterosexual	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Gay or Lesbian	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Bisexual	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

f) Does the policy/function/project/procedure impact on people differently based on their religion or belief e.g. would a person of the Hindu religion be able to give a binding affirmation if a procedure requires the swearing of an oath on the Bible?

Religion or Belief	Positive impact	Negative impact	Neutral	Reason/Rationale for Assessment
Christian	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Hindu	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Muslim	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Sikh	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
Jewish	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

Other	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
None believer	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	

f) Does the policy/function/project/procedure impact on people differently based on any of the other protected characteristics where these are affected by aspects of the Equality Act (e.g. marital status and civil partnership; pregnancy or maternity)

No

If you conclude that there is a **negative impact** in one or more of the target groups you will need to **amend the policy/function/project and/or take further action, to minimise or remove the impact**. This should be done using the 'Improvement Actions Plan' table overleaf. If you think that other actions could be taken **to increase any positive impacts**, please include these too. Where appropriate, such actions should be included in your current/proposed Service Plan.

Impact & Needs Assessment: Improvement Actions Plan

Please list below any recommendations for action to improve the equalities performance of the policy/function/project that you plan to take as a result of this impact assessment. This could be to change the policy itself or involve other initiatives. Where appropriate, these actions should also be included in your current/proposed Service Plan.

Issue/Link to INA question number	Action Required	Lead Officer	Time-scale	Resource implications	Comments
Section A, Question 4	Gather information on user groups through the Council's Public Satisfaction Survey to understand satisfaction and usage differences between the different groups. With this information increase awareness and investigate why certain groups don't use / use green spaces less than others.	Phill Turner / Alison Moran	TBC – In line with next Public Satisfaction Survey	Cost of the survey	N/a

Please ensure that the section below is completed and signed by one or both NAMED officers as applicable:

NAME: _____ (Please print name)

Signed: _____
(Corporate/Group/Service Manager)

Date: _____

NAME: _____ (Please print name)

Signed: _____
(Completing Officer)

Date: _____