



Equality Impact Assessment Toolkit (from May 2012)

Section 1: Your details

EIA lead Officer: Bill Cooper

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Head of Section: Mary Bagley

Chief Officer: Jim Lester

Department: Parks and Countryside

Date: 05/11/12

Section 2: What Council proposal is being assessed?

Parks Modernisation Progress Report

Section 2b: Will this EIA be submitted to a Cabinet or Overview & Scrutiny Committee?

Yes

If 'yes' please state which meeting and what date

Sustainable Communities O&S, 21st November 2012

Please add hyperlink to where your EIA is/will be published on the Council's website <http://www.wirral.gov.uk/my-services/community-and-living/equality-diversity-cohesion/equality-impact-assessments/eias-2010/technical-services-0>

Section 3: Does the proposal have the potential to affect..... (please tick relevant boxes)

√ **Services**

√ **The workforce**

√ **Communities**

√ **Other** (please state eg: Partners, Private Sector, Voluntary & Community Sector)
Partners such as Parks Friends Groups and NHS.

If you have ticked one or more of above, please go to section 4.

None (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 4: Does the proposal have the potential to maintain or enhance the way the Council (please tick relevant boxes)

Eliminates unlawful discrimination, harassment and victimisation

√ Advances equality of opportunity

√ Fosters good relations between groups of people

If you have ticked one or more of above, please go to section 5.

No (please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 5:

Could the proposal have a positive or negative impact on any of the protected groups (race, gender, disability, gender reassignment, age, pregnancy and maternity, religion and belief, sexual orientation, marriage and civil partnership)?

You may also want to consider socio-economic status of individuals.

Please list in the table below and include actions required to mitigate any potential negative impact.

Which group(s) of people could be affected	Potential positive or negative impact	Action required to mitigate any potential negative impact	Lead person	Timescale	Resource implications
Disability groups	Positive potential impact - partnership working through delivery of the Ten Year Strategic Plan and Policy Framework could result in increased opportunities with healthcare partners, including DASS and the NHS, to increase services available to people with physical or mental health conditions.	N/A	M Bagley	2013-2024	Partnership working could help to increase external funding. This is subject to partner funding being sustained.
All nine protected groups	Positive potential impact - investment in new plant and equipment will contribute to good standards of site maintenance, making parks as welcoming and safe places as possible - for example through maintenance of surfacing and pruning overhanging branches.	N/A	M Bagley	2013	Funding of £2.4 million is required to purchase the new machinery

All nine protected groups	Potential for positive and negative impacts - new performance standards, supported by the Buildings programme and Infrastructure Capital Programme will contribute to making parks as welcoming and safe places as possible, depending on what funding is available.	Ensure that the service is adequately funded to deliver on standards.	M Bagley	2013-2024	Adequate funding of parks is required to ensure that standards are maximised.
All nine protected groups	Potential for positive and negative impacts - the Buildings and Depots plan could potentially reduce local facilities or focus improvements on some existing.	Engage with local parks users e.g. Friends groups on the Buildings and Depots plan to maximise 'joined up' working.	M Bagley	2013	The plan will require Council investment.
All nine protected groups	Positive potential impact - user surveys will improve understanding of user needs and inform service delivery.	N/A	M Bagley	2013-2024	While much consultation can be achieved though the website some resources will be need for delivering consultation events, paper questionnaires and publicity material.
All nine protected groups, particularly	Positive potential impact - addressing key issues raised by users e.g .dog control and fouling, provision of toilets, personal safety will help encourage use of parks and countryside by	Ensure that the service is adequately resourced to deliver standards.	M Bagley	2013-2024	Adequate resourcing of parks is required to

disabled people, faith and religious groups.	protected groups.				ensure that standards are maximised.
All nine protected groups, particularly disabled people, faith and religious groups.	Positive potential impact - review and implementation of the Communications and Engagement and Branding and Marketing Plans will look at communication channels, to be as inclusive as possible both in terms of methods and information content - for example signage, site interpretation and the website.	Take account of the needs of 'harder to reach' groups in review of communication methods.	M Bagley	2013-2014	Adequate resourcing of parks is required to ensure that standards are delivered.
Socio-economically disadvantaged people	Positive potential impact - training and development will improve workforce and volunteer skills and employability.	N/A	M Bagley	2013-2014	This is subject to training budgets, both internal and partner being available.
All nine protected groups	Positive potential impact – biodiversity projects like meadow creation and biodiversity recording could create opportunities for members of the community to get involved in volunteering.	N/A	M Bagley	2013-2015	Officer resources are required for supporting volunteer working.
All nine protected groups	Potential negative impact – potential future budget cuts could lead to long term decline in parks infrastructure, for example paths, play areas, fences and walls would over time reduce the usability of parks to users including vulnerable people	Work with community-based partner groups to pursue funding for parks infrastructure renewal, informed by infrastructure inspection. Develop new income streams to help fund parks	M Bagley	2013-2015	Officer resources are required for developing partnership working and income generation.

		infrastructure renewal.			This would be subject to partners having sufficient capacity and access to funding.
All nine protected groups	<p>Potential negative impact - reduction of accessible green and open space due to potential future budget cuts would have a negative impact on physical and mental health due to reduced opportunities for exercise, access to nature and relaxation.</p> <p>Every person kept physically active for their life saves on average £40,000 to £50,000 in health service costs. Reducing this activity would increase future costs for public services.</p>	Secure community-based partner management of sites or find alternative use for sites that are beneficial to the community.	M Bagley	2013-2015	Reduction in Council maintenance of sites would result in job losses. Officer resources are required for developing partnership management of sites. This would be subject to partners having sufficient capacity and funding.
Older people	Potential negative impact - reduction in bowling facilities due to potential future budget cuts would impact on people, many of them over 60 who benefit from the physical and mental health benefits of playing bowls as part of a club, including group culture and support.	Secure community-based partner management of sites and/or review and rationalise distribution of bowling facilities.	M Bagley	2013-2015	As above.
Socio-	Potential negative impact - reduced accessibility	Secure community-based			

<p>economically disadvantaged people</p>	<p>of local green and open spaces due to potential future budget cuts would reduce affordable and accessible days out, places to exercise and relax and places to enjoy a 'staycation' for those unable to afford to go away on holiday. This would particularly impact on people on lower incomes.</p> <p>Less people out and about would in turn impact on the local and visitor economy and put jobs in that sector at risk.</p>	<p>partner management of sites or find alternative use for sites that are beneficial to the community.</p>	<p>M Bagley</p>	<p>2013-2014</p>	
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Section 5a: Where and how will the above actions be monitored?

In reports summarising parks user surveys – addressing both feedback from and response to the surveys.

Section 5b: If you think there is no negative impact, what is your reasoning behind this?

N/A

Section 6: What research / data / information have you used in support of this process?

Natural England – Green Space Access Research Summary
Natural England – Health and Wellbeing Position Statement
Wirral Council Parks and Countryside User Survey 2012

Section 7: Are you intending to carry out any consultation with regard to this Council proposal?

Yes

If 'yes' please continue to section 8.

If 'no' please state your reason(s) why:

(please stop here and email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for publishing)

Section 8: How will consultation take place and by when?

It is intended to consult on the Ten Year Strategic Plan and Policy Framework in 2013. Methods will include a questionnaire on the Council's website and engagement with Friends groups and 'harder to reach' groups. The detail of this consultation will be developed in conjunction with the Council's Community Engagement Team.

Any emerging savings proposals will be consulted on as part of stage 2 of the Council's savings consultation.

Before you complete your consultation, please email your preliminary EIA to equalitywatch@wirral.gov.uk via your Chief Officer in order for the Council to ensure it is meeting it's legal requirements. The EIA will be published with a note saying we are awaiting outcomes from a consultation exercise.

Once you have completed your consultation, please review your actions in section 5. Then email this form to your Chief Officer who needs to email it to equalitywatch@wirral.gov.uk for re-publishing.

Section 9: Have you remembered to:

- a) **Add appropriate departmental hyperlink to where your EIA is/will be published** (section 2b)
- b) **Include any potential positive impacts as well as negative impacts?** (section 5)
- c) **Send this EIA to equalitywatch@wirral.gov.uk via your Chief Officer?**
- d) **Review section 5 once consultation has taken place and sent your completed EIA to equalitywatch@wirral.gov.uk via your Chief Officer for re-publishing?**