



Parks and Countryside Services Modernisation Programme Equality Impact Assessment

30th March 2012

Author: Boo Stone

Parks and Countryside Modernisation EIA
Equality Impact Assessment

Section 1: Your details

(1.1) Department: **Technical Services**

(1.2) Division: **Leisure & Cultural Services**

(1.3) Assessment Lead: **Boo Stone**

(1.4) Telephone: **0151 606 2591**

(1.5) Email: **boostone@wirral.gov.uk**

(1.6) Who else will be involved in the process? (see guidance note 1)

Mark Smith – Acting Interim Director – Technical Services

Jim Lester – Head of Leisure & Cultural Services – Technical Services

Steven Talbot – HR & Training – Technical Services

Maxine Joynson – Corporate Equality & Diversity Team

Tracey Smith – Corporate Community Engagement Team

All individuals and groups consulted



(1.7) Please sign & date this form

..... (signed)**30th March 2012**..... (date)

Section 2: What is to be assessed?

(2.1) Name of service / function / project / strategy / policy to be assessed (see guidance note 2)

Parks and Countryside Service Modernisation Programme

(2.2) Is this a new or existing service / function / project / strategy / policy? (please state)

It is a new project

(2.3) Which equality impact assessment are you completing?

Initial or **YES** IIFu

Section 3: Let's do the Initial Equality Impact Assessment

3.1 Could a particular group of people be affected differently in either a negative or positive way by the service / function / project / strategy / policy?

The protected groups that have been considered during this EIA are as follows;

Disabled People, Lesbian, Gay & Bisexual People, Women, Men, Gender Reassignment, Black & Racial Minority People, Older People (60+), Younger People (17-25) and Children, Religious / Faith Groups, Marriage & Civil Partnership, Pregnancy & Maternity and Carers have also been considered.

Negative Impact/Issues/Barriers	Negative Impact Rating	Equality Group Impacted	Reference to Actions/Positive Impacts below
Possibility of existing DASS parks projects discontinuing and or support reduced.	Medium	Disability Carers	1
Perceived and real fear for lack of Security in Parks may remain a barrier to individuals.	Medium	All nine protected groups	2
Dog Fouling issue for users and seen as a barrier may not be addressed via the modernisation of the service	Medium	All nine protected groups. Particularly Disability and Pregnancy & Maternity	3
Faith groups agreement on specific burial facilities might not be continued	Low	Faith & Religious groups	4
Physical access might not improve through the modernised service	Medium	All nine protected groups. Particularly Disability and Pregnancy & Maternity	5
Lack of and condition of toilets and baby changing facilities can create barriers	Medium	All nine protected groups. Particularly Disability, Pregnancy &	6

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		Maternity and Older people	
Lack of specific events in parks to attract equality groups may continue to be a barrier for these groups	Low	All nine protected groups	7
Lack of seating may continue to be an issue	Low	All nine protected groups particularly older people and disability	8
Staff may not be trained in Equality and Diversity	Medium	All nine protected groups	9
Littering may continue to be a problem	Medium	All nine protected groups	10
Overhanging hedges and trees causing problems for visually impaired people may not be addressed	Low	Disability	11
Support for Bowling clubs etc. and other groups might reduce	Medium	Older people/Disabilities	12
Support for Children's and Education activities could reduce	Medium	Young People	13
Sites may not be baby friendly/breast feeding friendly	Low	Maternity & Pregnancy	14
Men feeling uncomfortable walking in Parks by themselves and feeling that they are being looked on as a threat	Low	Gender - men	15
Signage across sites might not be made available in accessible formats	Low	Disabilities	16
The general standard within the parks might suffer	Low	All nine protected groups	17
Engagement with friends groups and users might diminish	Medium	All nine protected groups	18

3.2 Please list below any actions that you plan to take as a result of any negative impact?

Positive Impact/Resolutions to issues	Negative Impact	Lead Person	Timescale	Reference from Negative impacts above
DASS work could be developed and protected through the modernisation programme. The service is committed to encouraging social enterprises and volunteering/community groups' involvement.	DASS Projects	Mary Bagley	End of March 2013	1
Investment programme for improvements to Parks hard infrastructure including footpaths is included in the modernisation programme. . Toilet facilities could be included within the improvements.	Access/footpaths etc.	Mary Bagley	End of March 2013	5
Additional resources have been given to Dog Fouling in this year Council Budget. More dog free areas to be developed.	Dog Fouling/Littering	Mary Bagley	End of March 2013	3
Commitment through the modernisation of the service to continue support for Bowling greens/clubs etc. and close working with friends of parks groups.	Older peoples activities	Mary Bagley	End of March 2013	18
Security has been identified as a key issue and the Service will need to identify how they will improve actual and perceived security in Parks as part of the modernisation process.	Security/Vulnerability	Mary Bagley	End of March 2013	2
The Service will develop an events programme with a focus on healthy activities	Events and activities	Mary Bagley	End of March 2013	7
The parks survey will allow the Service to focus on any highlighted issues to help improve standards. Green Flags will be maintained and increased	Standards of Parks	Mary Bagley	End of March 2013	17
Maintenance of toilets and baby changing facilities responsibility have now transferred to Asset Management within the Council allowing for better co-ordination and compliancy with legislation.	Toilet and Changing Facilities	Ian Brand	End of March 2013	6
Parks Green Flag Status commitment. 12 Parks to retain Green Flag and the Service to increase numbers in the future.	Standards	Mary Bagley	End of March 2013	17

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Parks will become Designated sites for Outdoor Education and will be using an approved quality Standard.	Young People's activities	Mary Bagley	End of March 2013	13
Burial Facilities for specific religious groups will be maintained via the Service	Faith Group burials	Mary Bagley	End of March 2013	4
Staff training for Equality and Diversity is compulsory and Health Early Intervention training has been delivered to Rangers (2011 Nov).	Staff Training	Mary Bagley	End of March 2013	9
All sites will work towards baby friendly Status	Baby Friendly	Mary Bagley	End of March 201£	14
Signage and info from Rangers to be accessible where possible	Access	Mary Bagley	End of March 2013	16
Seating is to be looked at through the Parks Strategy	Seating	Mary Bagley	End of March 2013	8
In relation to overhanging hedges causing issues, minimum standards have been developed and should eliminate this issue	Over hanging hedges – Visual Impairment	Mary Bagley	End of March 2013	11
Men feeling uncomfortable – the security measures that will be written into the strategy should address this issue	Gender - Men	Mary Bagley	End of March 2013	15

3.3 Could you improve the positive impact(s)? Please explain how

Key improvement areas through the modernisation of the service are as follows:

Development of the Green Flag Status

£4m investment in infrastructure

DASS project protection and development

Training of Staff

Development of High Level Service Outcomes

A parks and Countryside Strategy will be developed from the consultation and the results of the Parks survey by the end of 2012. A further EIA will be produced for this Strategy.

3.4 If you have identified no negative impact, then please explain how you reached that decision.

N/A

Section 4: Full Equality Impact Assessment

4.1 Looking back at pages 7 & 8, in which equality areas are there concerns?

- Disability
- Sexual Orientation
- Gender
- Race
- Age
- Religion & Faith

4.2 Please summarise the negative impact (s)

N/A

4.3 What consultation has taken place with local people / groups in order to complete this full EIA?

A full and thorough consultation process has been undertaken in the development of this project. Please refer to the Communications plan and the Communications Register for full lists of consultations undertaken.

Specifically for this EIA 6 key consultation events were undertaken.

- **21st Dec 2010 – Young Adults with Disabilities**
- **14th Jan 2011 – DASS Manager over view**
- **26th Jan 2011 – Youth Executive Board and Older People's Parliament**
- **28th Jan 2011 – DASS Parks Project Managers**
- **1st Feb 2011 – Other EIA groups; Trans Wirral, Muslim community and Wirral Voluntary Sector.**
- **23rd Feb 2011 – Adults with Disabilities**

- **Staff consultations though out 2011/12**
 - **January – March 2012 – Parks and Countryside Survey**
- The feedback from these sessions are included in this EIA.**

4.4 What consultation has taken place with Wirral Council staff / members / those we work in partnership with / those we contract with in order to complete this full EIA?

Refer to the PACSPE Consultation Plan that includes consultation with Staff and Unions re. the modernisation project. Two rounds of consultations and a full parks survey have been undertaken up until the date of completion of this EIA – March 2012.

4.5 What equality group research / studies / reports have you referred to in order to complete this full EIA?

Green Space Scotland Research Report – Aug 2008

Great Outdoors – How our natural health service uses green space to improve wellbeing – 2010

DoH – Let's Get Moving – Commissioning Guidance

Natural England – Healthy & Wellbeing Position Statement

Natural England – Green Space Access – Research Summary

Natural England – Note TIN055 – Walking for Health Schemes

4.6 What monitoring / evaluation process do you use to collect equality group data (quantitative and qualitative)?

There are two surveys planned during 2012 phase one has been completed and results will be ready for the end of April 2012, the second survey will be completed during the summer 2012.

The council is committed to conducting Wirral wide consultation on services

