

Bristol City Council Equality Impact Assessment Form

(Please refer to the Equality Impact Assessment guidance when completing this form)



Name of proposal	Bristol Future Parks Prospectus Pilot
Directorate and Service Area	Management of Place
Name of Lead Officer	Jon James

Step 1: What is the proposal?

Please explain your proposal in Plain English, avoiding acronyms and jargon. This section should explain how the proposal will impact service users, staff and/or the wider community.

1.1 What is the proposal?

The Bristol Future Parks team will deliver a small pilot for the Expression of Interest Phase of the project. This offers us an opportunity to pilot the processes, trial sponsorship approaches and test the decision making framework on a small number of sites, and facilities ahead of us launching the full Expression of Interest in February 2021, in order to then make any changes if necessary.

1. Sites to be piloted will be –

- Sea Mills Rec – to test, EOI back office systems, Community considerations hand book, Small direct sponsorship opportunities for individual community projects
- The Netham – to test a site that will have multiple interest from across different sectors such as health, community, business and sport – this site will test the decision framework which we are currently developing as well as our back office systems
- One site to pilot a health initiative (site to be agreed after Health in Parks conference, this could also be the Netham)

We will also deliver an off line simulation exercise on Eastville Park, this will not be a live call for EOI. Eastville Park promises to be a site with multiple interests and a potential site for 3rd party investment, we will work with local stakeholders and interested parties to stress test our systems and co-design our processes for sites with larger opportunities

Step 2: What information do we have?

Decisions must be evidence-based, and involve people with protected characteristics that could be affected. Please use this section to demonstrate understanding of who could be affected by the proposal.

2.1 What data or evidence is there which tells us who is, or could be affected?

Parks is a universal service that all citizens of Bristol have access to. We don't collect data on parks users but we do have good data about the citizens of Bristol and also about satisfaction with local parks through the QoL survey.

In addition, the Council did an extensive piece of work for an equalities impact assessment on its parks and green space strategy adopted in 2008. Although this is some years old the findings are still highly relevant to the service area as the motivations for using the service and its level of provision have not significantly changed. This work looked extensively at barriers to access.

The key messages received from this assessment were that safety (and the perception of safety), and access to toilets were overriding concerns for citizens on the basis of their protected characteristics.

The most significant population change in relation to equalities communities has been an increase in the non-White British population from 11% to 22%. This would suggest the findings of 2008 would be as pertinent or more so and there would be a greater need for activities in parks for culturally diverse communities which the increase in event opportunities could support.

Lawrence Hill Ward (Netham park area)

- Is an area of high ethnic diversity (59.6% Black, Asian and minority ethnicity, compared to city average 16%) - Census 2011)
- Is an area with higher than average population of children and young people (01 – 15 years 26%, city average 18.5%) - Office for National Statistics 2018
- It is an area with 7 LSOA in the 10% most deprived – 2019 indices of deprivation.
- Lawrence Hill is also an area of high density, with 65.9% of people living in flats, (city average 34.4%) – 2011 Census
- It is also an area of below average green space which is reflected in the Quality of life response of only 60% of people satisfied with parks and green spaces (Bristol 72%)

Stoke Bishop Ward (Seamills area)

- Seamills, is within the Stoke Bishop ward, most of which is the most affluent ward in the City, however the village of Seamills contains 2 LSOAs in the 20% most deprived, Sea Mills Rec is within this area
- Stoke Bishop has a higher than average proportion of older people (20.5% aged 65+ compared to 12.9% for Bristol overall)

Citywide data

The Bristol Quality of Life Survey gives us a useful insight into the way that different equalities groups visit and feel about parks and green spaces:

- Older people in Bristol are more satisfied with parks and green spaces than average but tend to visit them less often.
- Black, Asian and Minority Ethnic people in Bristol visit parks and green spaces less regularly and are less satisfied with them than average.
- White Minority Ethnic people in Bristol are more likely than average to regularly visit Bristol parks and green spaces.
- Disabled people in Bristol are much less likely to visit parks and green spaces often and

are significantly less satisfied with them than average.

- People living in the most deprived areas of Bristol are significantly less likely to visit parks regularly or be satisfied with their quality.
- Overall satisfaction with the quality of Bristol parks and green spaces has significantly declined from 81.6% in 2015-16 to 72.1% in 2019-20.

Indicator	% satisfied with the quality of parks and green spaces	% who visit Bristol's parks and green spaces at least once a week
16 to 24 years	68.2%	46.2%
50 years and older	71.1%	41.6%
65 years and older	74.4%	42.6%
Female	73.2%	52.6%
Male	71.3%	53.7%
BAME [Black, Asian and minority ethnicity]	70.0%	36.1%
WME [White minority ethnicity]	77.2%	57.5%
Disabled	64.5%	35.1%
Carer	72.5%	51.4%
Single Parent	70.0%	60.2%
Religion or faith	73.2%	45.8%
No religion or faith	77.6%	56.2%
Lesbian, Gay or Bisexual	79.6%	54.5%
Bristol Average	72.1%	52.9%

source: Quality of Life in Bristol survey 2019-20

2.2 Who is missing? Are there any gaps in the data?

2.3 How have we involved, or will we involve, communities and groups that could be affected?

This project is a pilot and its very nature is to work with communities to help us develop our systems and procedures, we will involve local people and local anchor organisations to do this.

We will market the opportunity to submit EOI widely locally, as well as around the city, working with a local Anchor organisation in Lawrence Hill area to offer support for under-represented groups within the communities they work.

During this process we will be developing our decision making framework, with the aim of ensuring that EOI are evaluated in an inclusive way. This will include a co-design element, the aim being that this pilot will ensure that our processes and systems take into account all aspects of the green space (health biodiversity, community, enterprise, sustainability, and the local context.

If we carry forward any of the EOI there will be communicated with local Communities. For example, if an income generating activity is proposed within a park and is using parks space, consultation will take place with the local community to ensure that any negative impacts on equalities communities are understood and mitigated.

Step 3: Who might the proposal impact?

Analysis of impacts on people with protected characteristics must be rigorous. Please demonstrate your analysis of any impacts in this section, referring to all of the equalities groups as defined in the Equality Act 2010.

3.1 Does the proposal have any potentially adverse impacts on people with protected characteristics?

- There are potential adverse impacts on disabled parks user if income generation activities conflict with accessibility within parks.
- The same issues may affect older parks users.
- There are potential adverse impacts on equalities groups such as Black, Asian and minority ethnic communities (BAME), LGBT communities and faith groups if income generation activities affect the way that people use the parks and make them less welcoming or reduce open access to the site
- If parks are handed over to communities to manage, there are potentially adverse impacts on equalities communities such as disabled parks users, BAME users, older users, parents/carers and children if the parks are not well managed or if the groups managing the parks do not cater properly for the needs of all users.
- This is also an area where the perception of safety may be a concern.
- There is a potential impact for users from low income households if more park space is taken by charged for activities which these households may not be able to afford.
- There is a potential impact on families with children if there is a reduction in the availability of play equipment.

3.2 Can these impacts be mitigated or justified? If so, how?

- This project is a pilot which will form the basis of the actual Bristol Future Parks City Wide Expression of Interest phase.
- To mitigate for the above potential impacts any EOI which is asked to process will need to consult about their proposals with local residents to ensure that any negative impacts of their proposals can be mitigated.
- This consultation will be carried out by the body wishing to deliver the new proposal, however it will be within strict guidelines developed as a result of this pilot.
- Any new commercial activity or change of use within a project will be subject to a specific equalities assessment.
- For alternative service delivery models such as management of parks by local groups / communities, consultation and clear agreements about the duties related to managing

<p>green spaces will be key to ensuring that there are no negative impacts on equalities communities.</p> <ul style="list-style-type: none"> • Equalities communities may need to be given support to ensure that they are in a position to engage with any processes related to taking on local parks to ensure that all communities get the opportunities to manage local assets. Particular attention may need to be given to economically disadvantaged communities in relation to management of assets if finance or skills are a barrier. • It is a key priority to get a good cultural mix of events within parks that cater to all communities. • It is key to ensure that if play equipment is not replaced, there is quality alternative play equipment available in the area for families with children
<p>3.3 Does the proposal create any benefits for people with protected characteristics?</p>
<p>In general the parks service will continue as normal – there may be some advantages to people with protected characteristics as the income generation activities may add to the cultural experience of using the parks, or give them a greater say in how things are managed</p>
<p>3.4 Can they be maximised? If so, how?</p>
<p>It will be important to ensure that any new activities are in keeping with the local context, but that when relevant a mixture of activities is offered</p>

Step 4: So what?

The Equality Impact Assessment must be able to influence the proposal and decision. This section asks how your understanding of impacts on people with protected characteristics has influenced your proposal, and how the findings of your Equality Impact Assessment can be measured going forward.

<p>4.1 How has the equality impact assessment informed or changed the proposal?</p>
<p>This project is the pilot phase of the Bristol Future Parks Project, and as such it will very much influence the EqlA for the final delivery of the project.</p>
<p>4.2 What actions have been identified going forward?</p>
<ul style="list-style-type: none"> • Review equalities impact assessment as proposals that are asked to develop • Ensure that as EOI are developed, consultation takes place with local equalities forums and local residents to ensure that feedback is considered as part of the development phase. • Further public consultation may take place when more developed plans are in place and equalities groups will be encouraged to engage with that. • Liaise with subject matter experts to ensure any new backend system changes are accessible for disabled staff.
<p>4.3 How will the impact of your proposal and actions be measured moving forward?</p>
<p>This is the Pilot phase, and it will form part of the learning, which will ensure a robust equitable delivery when the EOI process is launched proper The equalities impact assessment will be updated and reviewed both during and after this time as experience and more information become available.</p>

<p>Service Director Sign-Off:</p>	<p>Equalities Officer Sign Off: <i>Reviewed by Equality and Inclusion Team</i></p>
<p>Date: 4/08/2020</p>	<p>Date: 20/7/2020</p>

