

Equality Impact Assessment [version 2.9]



Title: Budget Proposal – Secure new commercial opportunities through the Future Parks approach	
<input checked="" type="checkbox"/> Budget Proposal GR021	<input checked="" type="checkbox"/> Changing
Directorate: G&R	Lead Officer name: Jon James
Service Area: Parks and Green Spaces	Lead Officer role: Head of Parks

Step 1: What do we want to do?

The purpose of an Equality Impact Assessment is to assist decision makers in understanding the impact of proposals as part of their duties under the Equality Act 2010. Detailed guidance to support completion can be found here [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#).

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the [Equality and Inclusion Team](#) early for advice and feedback.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use [plain English](#), avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

The Bristol Future Parks programme has been developed to:

- GENERATING INVESTMENT – It will: Identify new, tangible investment opportunities through Expression of Interest, an approach to seek new ideas to implement in Parks and in the process achieve financial sustainability for Bristol Parks & Green Spaces and encourage community participation/engagement
- The project will pilot the “Expressions of Interest” for 5 sites as a pilot to secure ideas for Income Generation, and for Communities to get involved in the management of parks and green spaces and work together with the council and take more responsibility.
- Inspire ALL communities to want to take more responsibility to provide and support park services
- Generate a significant, demonstrable interest response from partners and collaborators across sectors
- VALUING PARKS – It will: Address the shortfall in data and provide an evidence base for advocacy.
- ADDRESSING HEALTH INEQUALITY – It will: address inequality across the city, identify actions to encourage all communities to access Parks and conduct a pilot in one area to test these actions. The findings will provide inputs to the Health policies.
- This project will bring about long-term benefits for the council and its communities by supporting the health agenda around mental health and wider health benefits, allowing the service to drive commercial opportunities which can support the future management and maintenance

The 5 pilot sites are:

- Blaise Estate
- Eastville Park

- Sea Mills Rec
- Chaplin Green
- Dame Emily

A Health pilot “Wild and Well” is also being delivered at the Hartcliffe Millennium [Wild and Well - Bristol Future Parks - bristol.gov.uk](http://www.bristol.gov.uk/wild-and-well)

- Through Wild and Well, we're exploring how parks and green spaces can support the 5 steps to mental wellbeing recommended by the NHS. These evidence-based steps that people can take to improve their mental health and wellbeing are:
 - Connect with other people.
 - Be physically active.
 - Learn new skills.
 - Give to others.
 - Pay attention to the present moment.
- Wild and Well will test the social prescription “Value Chain” and increase opportunities for people to benefit from targeted health intervention programmes
- A logic model is being developed and a detailed Activities > outputs > outcomes > impact map is being drafted to drive the workstream forward.

1.2 Who will the proposal have the potential to affect?

<input type="checkbox"/> Bristol City Council workforce	<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community
<input type="checkbox"/> Commissioned services	<input checked="" type="checkbox"/> City partners / Stakeholder organisations	
Additional comments:		

1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g. quality of life: health, education, or standard of living etc.?

If ‘No’ explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by Equality and Inclusion Team.

If ‘Yes’ complete the rest of this assessment, or if you plan to complete the assessment at a later stage please state this clearly here and request review by the Equality and Inclusion Team.

<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	[please select]
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Step 2: What information do we have?

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

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics: <https://www.bristol.gov.uk/people-communities/measuring-equalities-success>.

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data e.g. from national or local research, available data or previous consultations and engagement activities.

Outline whether there is any over or under representation of equality groups within relevant services - don't forget to benchmark to the local population where appropriate. Links to available data and reports are here [Data, statistics and intelligence \(sharepoint.com\)](#). See also: [Bristol Open Data \(Quality of Life, Census etc.\)](#); [Joint Strategic Needs Assessment \(JSNA\)](#); [Ward Statistical Profiles](#).

For workforce / management of change proposals you will need to look at the diversity of the affected teams using available evidence such as [HR Analytics: Power BI Reports \(sharepoint.com\)](#) which shows the diversity profile of council teams and service areas. Identify any over or under-representation compared with Bristol economically active citizens for different characteristics. Additional sources of useful workforce evidence include the [Employee Staff Survey Report](#) and [Stress Risk Assessment Form](#)

Data / Evidence Source [Include a reference where known]	Summary of what this tells us
<p>Bristol Quality of Life survey 2020/21 final report</p> <p>Quality of Life 2020-21 — Open Data Bristol</p>	<p>Most satisfied with parks and green spaces by ward, the Bristol average is 78.8%</p> <ul style="list-style-type: none"> • Blaise Estate 87.% • Eastville Park 92% • Sea Mills Rec 89.2% • Chaplin Green 92% • Dame Emily 89.8 % <p>Protected characteristic groups below illustrate which group is most satisfied with parks and green spaces.</p> <ul style="list-style-type: none"> • Female 79.3% • Male 78.6% • Black, Asian, and Minority Ethnic 75.1% • White 79.3 % • Christians 77.1% • other religions 70.4% • No religions or faith 80.9% • 16-24 years 77.2% • 65 years and older 76.3% • Disabled 62.% • Lesbian, Gay or Bisexual 74.3%
<p>Quality of Life 2020-21 — Open Data Bristol</p>	<p>Percentage who volunteer and help out in their community by protected characteristic, the Bristol average is 47.2%</p> <ul style="list-style-type: none"> • Female 50.1% • Male 44% • Black, Asian, and Minority Ethnic 52.4% • White 46.7% • Christians 52.3% • other religions 58.1% • No religions or faith 43% • 16-24 years 38.4% • 65 years and older 48.5 • Disabled 43.1% • Lesbian, Gay or Bisexual 50.4% <p>The data suggest that young people, disabled people,</p>

	and males are less likely to be involved in volunteering in their community
	<p>% for whom accessibility stops them from being involved in their community , Bristol average 1.8%</p> <ul style="list-style-type: none"> • Female 1.8% • Male 1.7% • Black, Asian, and Minority Ethnic 1.4% • White 1.7% • Christians 2.1% • other religions 2.6% • No religions or faith 1.4% • 16-24 years 0.9% • 65 years and older 3.9% • Disabled 15.9% • Lesbian, Gay or Bisexual 2.1% <p>The data suggest that disabled people are less likely to get involved in their community due to accessibility issues.</p>
<u>Joint Strategic Needs Assessment (JSNA)</u>	The Joint Strategic Needs Assessment reports on the health and wellbeing needs of the people of Bristol. It brings together detailed information on local health and wellbeing needs and looks ahead at emerging challenges and projected future needs. The JSNA is used to provide a comprehensive picture of the health and wellbeing needs of Bristol (now and in the future); inform decisions about how we design, commission and deliver services, and also about how the urban environment is planned and managed; improve and protect health and wellbeing outcomes across the city while reducing health inequalities; and provide partner organisations with information on the changing health and wellbeing needs of Bristol, at a local level, to support better service delivery.
<u>Final report on progress to address COVID-19 health inequalities - GOV.UK (www.gov.uk) December 2021</u>	Multiple sources of data and evidence have highlighted the disproportionate impact of COVID-19 on equalities communities, and the impact of measures taken to address this. This final report highlights the government response to the original recommendations and the long lasting ‘take homes’. This highlights the importance of not treating ethnic minorities like a homogenous group and nurturing existing local partnerships and networks for public health programmes. It also gives recommendations around communications, developing and providing materials in multiple languages and working with community partnerships to improve understanding and co-create content for key audiences.
<u>Designing a new social reality - Research on the impact of covid-19 on Bristol’s VCSE sector and what the future should be – Black South West Network 2020</u>	Local research has highlighted how long-term underinvestment and lack of equity in funding and procurement has eroded the local Voluntary and community sector – in particular for Black and minority ethnic led organisations. 30% of the organisations surveyed stated to operate on an annual budget below £5,000, and an additional 18% operated

on below £25,000. 42% of the organisations sampled had no paid staff at all and fully relied on volunteers to deliver their activities and services.

Additional comments:

2.2 Do you currently monitor relevant activity by the following protected characteristics?

- | | | |
|--|---|--|
| <input checked="" type="checkbox"/> Age | <input checked="" type="checkbox"/> Disability | <input type="checkbox"/> Gender Reassignment |
| <input checked="" type="checkbox"/> Marriage and Civil Partnership | <input checked="" type="checkbox"/> Pregnancy/Maternity | <input checked="" type="checkbox"/> Race |
| <input checked="" type="checkbox"/> Religion or Belief | <input checked="" type="checkbox"/> Sex | <input checked="" type="checkbox"/> Sexual Orientation |

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, then state this clearly with a justification.

For workforce related proposals all relevant characteristics may not be included in HR diversity reporting (e.g. pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require an action to address under-reporting.

There are gaps in the data in terms of understanding exactly who uses parks and the car parks in parks as we do not collect data about usage.

We do not have citywide equalities data for some characteristics e.g. gender reassignment.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this had been of Bristol's diverse communities. See <https://www.bristol.gov.uk/people-communities/equalities-groups>.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure please refer to [Managing change or restructure \(sharepoint.com\)](#) for advice on consulting with employees etc. Relevant stakeholders for engagement about workforce changes may include e.g. staff-led groups and trades unions as well as affected staff.

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Equality and Inclusion Team for help in targeting particular groups.

An outcome of our engagement process was developing our decision-making framework, with the aim of ensuring that expressions of interest (people/groups coming forward with ideas) are evaluated in an inclusive way. This included a co-design element, to ensure that our approach, processes and systems take into account all aspects of the green space (health biodiversity, community, enterprise, sustainability), and the local context.

When we carry forward any of the Expression of Interest EOI they will be communicated with local Communities, eg; if an income generating activity is proposed within a park and is using parks space, consultation will take place with the local community, and groups who have identified as using parks and green spaces to ensure that any negative impacts on equalities communities are addressed, understood and mitigated.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above, and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal. See detailed guidance documents for advice on identifying potential impacts etc. [Equality Impact Assessments \(EqIA\) \(sharepoint.com\)](#)

3.1 Does the proposal have any potentially adverse impacts on people based on their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g. young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact all or many groups)

Potential Impacts

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), LGBTQI 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, black, Asian and Minority ethnic 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.

Mitigations

To mitigate for the above potential impacts of any EOI we will consult on their proposals with local residents and community groups to ensure that any negative impacts of their proposals can be mitigated.

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 Impact 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 green spaces will be key to ensuring that there are no negative impacts on equalities communities.

Equalities communities may need / will be given 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

PROTECTED CHARACTERISTICS

Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Young people are often under-represented in engagement and consultation and in Bristol are less satisfied than average with the way the council runs things. • Children and young people in Bristol are considerably more ethnically diverse than the overall population of Bristol. • Children and young people from the most deprived areas of Bristol have the poorest outcomes in health and education in terms of health, education and future employment etc. • Young people in Bristol are more likely to: <ul style="list-style-type: none"> ○ have poor emotional health and wellbeing ○ find inaccessible public transport prevents them from leaving their home when they want to ○ 6.8% of 16-17 year olds (2020/21) were “not in education, employment or training” (NEET) • Young adults are most likely to have lost work or seen their income drop because of COVID-19
Mitigations:	See general comments above
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Older people in Bristol are: <ul style="list-style-type: none"> ○ Less likely to be comfortable using digital services ○ more reliant on public and community transport ○ more likely to be an unpaid carer ○ more likely to help out or volunteer in their community ○ less likely to have formal qualifications • Bristol Ageing Better says at least 11,000 older people are experiencing isolation in the city. • We must factor aging and the needs of older people into long term budgeting and service design
Mitigations:	See general comments above
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • 17% of Bristol’s population are disabled. There are more disabled women than men living in Bristol. • The UK Disability pay gap is 20% (2020) • There is a disproportionate impact of COVID-19 on disabled people <u>The lived experience of disabled people during the COVID-19 pandemic - GOV.UK (www.gov.uk)</u> • Disabled people are less likely to be employed in a managerial or professional occupation • 22% of disabled people aged over 16 are economically active in Bristol compared with 70% of the general population and are more likely to work part time. • Disability increases with age: 4.1% of all children, for the working age population it increases to 12.3% and for people aged 65 and over it increases to 55.9%. • Disabled people experience higher rates of hate crime and domestic abuse compared to the general population • Disabled people should be empowered to make independent living choices and have a say in access to service provision. • Budget setting needs to provide sufficient resource and flexibility to meet our legal duty to make anticipatory and responsive reasonable adjustments for disabled people including: <ul style="list-style-type: none"> ○ changing the way things are done e.g. opening / working times;

	<ul style="list-style-type: none"> ○ changes to overcome barriers created by the physical features of premises. ○ providing auxiliary aids e.g. extra equipment or a different or additional service. ○ is 'anticipatory' so we must think in advance and ongoing about what disabled people might reasonably need. <ul style="list-style-type: none"> ● Disabled people must not be charged for their reasonable adjustments, accessible formats or other adaptations. It is a legal requirement under the Equalities Act to ensure information is accessible to disabled employees and service users.
Mitigations:	See general comments above
Sex	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> ● Women still bear the majority of caring responsibilities for both children and older relatives. ● Young women between the ages of 16 and 24 have higher risk of common mental health problems and higher rates of self-harm and post-traumatic stress disorder etc. ● Men and boy's health is in general poorer than that of women and girl's ● On average men in Bristol live 18 years in poor health, women live 22 years in poor health ● A higher proportion of boys have physical impairments and more boys than girls
Mitigations:	See general comments above
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> ● Lesbian, gay and bisexual people are statistically more vulnerable to verbal and physical abuse ● 1 in 5 Lesbian, Gay, Bisexual and Trans (LGBT) staff have been the target of negative comments or conduct from work colleagues in the last year because they're LGBT. ● More than a third of LGBT staff have hidden or disguised that they're LGBT at work in the last year because they were afraid of discrimination. ● 1 in 10 Black, Asian and Minority Ethnic LGBT staff have similarly been physically attacked because of their sexual orientation and /or gender identity, compared to 3% of White LGBT staff ● The Stonewall <u>LGBT in Britain - Health Report</u> shows LGBT people are at greater risk of marginalisation during health crises, and those with multiple marginalised identities can struggle even more. In communications we should signpost and refer where possible to mutual aid and community support networks². ● Half of LGBT people experienced depression in the last year
Mitigations:	See general comments above
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> ● Ensure there is equality of opportunity for services in relation to pregnancy and maternity. This includes e.g. providing physical access when using prams and pushchairs, and availability of toilets and baby-changing facilities etc. , and flexible working patterns and service times for childcare arrangements
Mitigations:	See general comments above
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> ● As sexual orientation above Transgender people are statistically more vulnerable to verbal and physical abuse. Transgender people regularly face prejudice and discrimination because of the way in which they transgress many of the norms of our culture and society.
Mitigations:	See general comments above
Race	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

Potential impacts:	<ul style="list-style-type: none"> • The top three countries of birth outside UK for Bristol residents are Poland, Somalia and India. • Although the race or ethnicity pay gap has narrowed in recent years there are still wide pay differences between particular ethnic groups and most minority ethnic groups earn less on average than White British people. • Bangladeshi, Pakistani, and Black ethnic groups are more likely to live in deprived neighbourhoods; and the same groups and Chinese ethnicities are about twice as likely to live on a low income and experience child poverty • Black Asian and minority ethnic groups in Bristol are more likely to find inaccessible public transport prevents them from leaving their home when they • People from Black African, Other, and Black Caribbean groups have persistently high levels of unemployment and almost all ethnic minority groups in Bristol experience employment inequality when compared to White British people. • People who do not speak English as a main language may require information in plain English and community language translations or videos etc.
Mitigations:	See general comments above
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • There are at least 45 religions represented in Bristol. Approximately 1 in 20 people in Bristol are Muslims, and Islam is the second religion in Bristol after Christianity • Budget proposals should take into account differing needs because of people's religion and belief (for example different requirements around diet, life events, and holidays) • Having a designated multi-faith room can make environments such as workplaces and shopping centres is more accessible and friendly for people from faith groups where regular prayer is required.
Mitigations:	See general comments above
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Bristol has 41 areas in the most deprived 10% in England, including 3 in the most deprived 1%. The greatest levels of deprivation are in Hartcliffe & Withywood, Filwood and Lawrence Hill. • In Bristol 15% of residents - 70,800 people - live in the 10% most deprived areas in England, including 19,000 children and 7,800 older people. • 9.8% (approximately 19,572 households) of all households in Bristol are living in fuel poverty (BEIS, 2020) • 4.2% of households have experienced moderate to severe food insecurity, rising to 13% in the most deprived areas of the city (QoL 2020-21) • The inequalities gap in life expectancy between the most and least deprived areas in Bristol is 9.6 years for men and 7.2 years for women.
Mitigations:	See general comments above
Carers	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	<ul style="list-style-type: none"> • Studies show around 65% of adults have provided unpaid care for a loved one. • Women have a 50% likelihood of being an unpaid carer by the age of 46 (by age 57 for men) • Young carers are often hidden and may not recognise themselves as carers_
Mitigations:	See general comments above
Other groups [Please add additional rows below to detail the impact for other relevant groups as appropriate e.g. Asylums and Refugees; Looked after Children / Care Leavers; Homelessness]	

Potential impacts:	
Mitigations:	

3.2 Does the proposal create any benefits for people based on their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't
- ✓ Foster good relations between people who share a protected characteristic and those who don't

The parks service will continue largely 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.

It will be important to ensure that any new activities are in keeping with the local context and demographical needs, whilst also delivering a relevant a mixture of activities

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This summary can be included in decision pathway reports etc.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary, and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:
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Detailed in section 3.1

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:
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Detailed in section 3.1

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group please specify this.

Improvement / action required	Responsible Officer	Timescale
E&I Officer to sit on the EOI assessment Panel	Steph Champion	January 2022
EqIA to be completed for all EOI proposals that are delivered in Parks Service	Project Team	Through 2022
E&I Officer to sit on the EOI assessment Panel	Steph Champion	January 2022

4.3 How will the impact of your proposal and actions be measured?

How will you know if you have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective your approach is still appropriate.

The assessment panel of the EOI include representation from the Equalities and Inclusion Team to ensure that proposals (and possible delivery) are viewed with the impact to our protected groups very much in focus, and changes or refinements will be requested where requirements are found not to be satisfactorily met.

In addition, an Equalities Impact Assessment will be completed for each EOI that is to be delivered into the Parks Service to measure impact and to further shape the delivery.

This approach and process will be discussed, tested and refined through close working with E&I Team to ensure that our proposals meet our objectives and reflect the needs of our citizens.

Step 5: Review

The Equality and Inclusion Team need at least five working days to comment and feedback on your EqIA. EqIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek feedback and review from the [Equality and Inclusion Team](#) before requesting sign off from your Director¹.

Equality and Inclusion Team Review: Reviewed by the Equality and Inclusion Team	Director Sign-Off:  Acting Director Management of Place
Date: 6 January 2022	Date: 6 January 2022

¹ Review by the Equality and Inclusion Team confirms there is sufficient analysis for decision makers to consider the likely equality impacts at this stage. This is not an endorsement or approval of the proposal.