



Equality Impact Assessment [version 2.9]

Title: **Outdoor Childrens Play, Youth and Associated Facilities in Public Parks and Green Spaces – Dynamic Purchasing system**

<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input type="checkbox"/> Already exists / review <input checked="" type="checkbox"/> Changing
Directorate: Growth and Regeneration	Lead Officer name: Keith Chant
Service Area: Natural and Marine Environment	Lead Officer role: Parks Assets and Projects Manager

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 purpose is to provide a new route to purchasing childrens playgrounds and the like through a Dynamic Purchasing System contract (DPS). This will enable the purchase of inspection, maintenance, equipment, surfacing and associated site infrastructure for public outdoor childrens play, youth activity, hard surface games areas, cycling and fitness facilities through a combined purchasing arrangement to bring greater efficiency of the procurement process.

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 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																				
2020 Population estimates by age, age 0-15	85,700 persons or 18.4% population – main target audience for service provision from this DPS contract based on £ value expenditure – play area users																				
2020 Population estimates by age, age 16-24	73,700 persons or 15.8% population. Secondary target audience for service provision from this DPS contract – Multi-use Games Areas, cycle tracks / parks, youth activity and fitness equipment users																				
Mid-2019 Ward population estimates by broad age band	Children 0-15 varies by ward, from 400 to 5,100 therefore will need more CPGs in areas that have more children																				
Population trend by age	Within that last ten years children aged 0-15 have increase by 11.6 % which is above national average of 8.6%																				
Disabled population in Bristol	% limited a lot (proxy for disability) Age 0-15 = 1.7% age 16-49 = 3.6%. It appears that few children are disabled from the statistics data																				
Quality of Life 2020-21 – Open Data Bristol	Bristol Quality of Life Survey 2020 /2021 tells us there are significant differences by Bristol citizens' characteristics in the extent to which they regularly visit and are satisfied with parks and green spaces in the city. <table border="1"><thead><tr><th></th><th>% who visit Bristol's parks and green spaces at least once a week</th><th>% satisfied with the quality of parks and green spaces</th></tr></thead><tbody><tr><td>16 to 24 years</td><td>62.9</td><td>77.2</td></tr><tr><td>50 years and older</td><td>47.1</td><td>75.9</td></tr><tr><td>65 years and older</td><td>40.3</td><td>76.3</td></tr><tr><td>Female</td><td>61.5</td><td>79.3</td></tr><tr><td>Male</td><td>59.5</td><td>78.6</td></tr></tbody></table>				% who visit Bristol's parks and green spaces at least once a week	% satisfied with the quality of parks and green spaces	16 to 24 years	62.9	77.2	50 years and older	47.1	75.9	65 years and older	40.3	76.3	Female	61.5	79.3	Male	59.5	78.6
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Female	61.5	79.3																			
Male	59.5	78.6																			

	Disabled	35.6	62.0
	Black Asian & Minority Ethnic	52.3	75.1
	White Minority Ethnic	66.7	78.1
	White British	60.5	79.5
	Asian/Asian British	50.9	73.2
	Black/Black British	30.1	62.5
	Mixed Ethnicity	69.4	83.2
	White	61.3	79.3
	Lesbian Gay or Bisexual	60.2	74.3
	No Religion or Faith	66.6	80.9
	Christian Religion	50.5	77.1
	Other Religions	53.0	70.4
	Carer	56.4	75.4
	Full Time Carer	42.5	56.8
	Part Time Carer	60.7	81.2
	Single Parent	54.1	67.1
	Two Parent	76.4	82.0
	Parent (all)	73.7	80.3
	No Qualifications	24.5	69.0
	Non-Degree Qualified	47.6	70.8
	Degree Qualified	70.0	83.2
	Rented (Council)	27.1	56.0
	Rented (HA)	40.9	67.3
	Rented (Private)	66.0	78.8
	Owner Occupier	63.0	81.6
	Most Deprived 10%	37.0	52.8
	Bristol Average	60.3	78.8

Additional comments:

We do not gather specific user information at point of use i.e. in the park

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

<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy/Maternity	<input type="checkbox"/> Race
<input type="checkbox"/> Religion or Belief	<input type="checkbox"/> Sex	<input 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.

We do not gather specific user information at point of use i.e. in the park. However, when new, replacement and refurbishment of facilities is envisaged the community is consulted through a combination of the Area Committee, local Cllrs and park user groups at the inception stage.

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.

The majority of the spend on the DPS arrangement will be for new, refurbishment or replacement of whole playgrounds or major items. The local community often initiate the request for the above through submitting bids through the Area Committee CIL/S106 improvement process or raise funds through grants. There they are engaged through the public AC process or focused stake holder park user groups at the time an individual project is conceived.

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.

The stake holder group(s) will be engaged from inception to final performance requirement (design), this being refined in more detailed in stages as the project work up progresses. The stake holder group(s) will sign off their performance requirements prior to the tender package being released to tenderers.

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)

We have not identified any significant negative impacts from the proposal to establish a dynamic purchasing system for Children's Play services. However, we are aware of existing disparities for Bristol citizens accessing city

parks and green spaces based on their characteristics, which we will aim to address where possible through DPS design, relevant service specifications and quality assurance of providers.

Bristol City Council led procurement includes a compulsory Equality and Diversity question which asks providers to demonstrate a good understanding of the Equality Act 2010, including the Public Sector Equality Duty; as an employer that equality of opportunity is integral to vacancy advertising, recruitment, retention, promotion, training and grievances; and (where the service is expected to work with the public) that services will be tailored and regularly reviewed to include understanding of the various service user needs, backgrounds and their differing requirements.

Individual projects will be subject to separate equality impact assessments as appropriate which will allow us to respond to any emerging equality or accessibility issues that may require e.g., amendments to designs, or additional resources to minimise disruption during works.

PROTECTED CHARACTERISTICS

Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	The proposal will have a disproportionate impact on children and young people because the provision is aimed predominately for their use.
Mitigations:	See above
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	As disability – older people with limited mobility may experience additional barriers in terms of accessibility where there is disruption during works or changes to existing paths / provision.
Mitigations:	
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Disabled citizens are less likely to be satisfied with the quality of Bristol parks and green spaces, and may face additional barriers in terms of accessibility, wayfinding etc. where there is disruption during works.
Mitigations:	See above
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	As disability – pregnant people or people using buggies and prams etc. may experience additional barriers in terms of accessibility where there is disruption during works or changes to existing paths / provision.
Mitigations:	As above
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	There are differences by ethnic group in the extent to which citizens are satisfied with the quality of Bristol parks and green spaces. In some circumstances it may be appropriate to provide information about changes play services, or planned works, in community languages.
Mitigations:	See above.
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
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:	People living in the most deprived areas of Bristol are least likely to be satisfied with the quality of parks and green spaces
	See above
Carers	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Carers are less likely to be satisfied with the quality of parks and green spaces
Mitigations:	See 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 DPS will be used to provide new play facilities, significantly improve existing play facilities through refurbishment and maintenance. The play facilities are an important and highly attractive facility for the wider community.

The free-to-use facilities are accessible all year round, we would anticipate the improved play facilities will attract more visitors generally and there is the potential for it to act to foster good relations both between people who share a protected characteristic and to improve good relations between different groups in the community and for major facilities for people across the city and beyond.

It is also important to note that the additional community interaction is not only the actual users of the facility, but also where applicable their carers or spectators who may wish to interact socially

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:
None
Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:
The Children per Ward statistics indicates that we could consider these figures with more weight as an indicative factor when assessing the strategic service provision need along-side the geographical spread of facilities. However, investment is largely driven by local interest and available funding.

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
None		

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 success of the facility provided in meeting the needs of the community will be monitored through comments from the users, park user groups and the general public.

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: <i>Reviewed by Equality and Inclusion Team</i>	Director Sign-Off:  Acting Director Management of Place
Date: 1/9/2021	Date: 21/01/2022

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.