

Equality Impact Assessment

[version 2.9]



Title: Stoke Park National Lottery Heritage Fund grant application	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input type="checkbox"/> New <input checked="" type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth & Regeneration	Lead Officer name: Kit Beaumont
Service Area: Parks	Lead Officer role: Heritage and Estates Officer

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.

Stoke Park is one the largest parks in Bristol yet is underused as evidenced in the 2016 conservation management plan. This plan along with extensive consultation has identified the issues affecting the park and barriers that non-users face to accessing it. The registered park and garden is on the heritage at risk register as is the Purdown Gun Battery which is situated within the park boundaries. Whilst we have a clear vision for what we want to achieve we are currently at the expression of interest phase for this work and are waiting cabinet approval to submit. Following this we will seek funds to start the development phase which will allow the council time to develop ideas further. That said we know that we want to achieve the following:

- Deliver the priorities set out in the Conservation Management Plan (refer to the CMP priorities in the appendix)
- Promote community priorities and enjoyment (refer to community engagement reports in appendix)
- Fund 1.5fte rangers dedicated to supporting the management of the landscape and community action
- Fund 2fte project roles to help deliver the project
- Restore the C18th woodland walks and significantly improve access around the site by improving the condition of existing footpaths and providing new accessible routes and entranceways around the park
- Bring the site alive through interpretation and improved signage
- Save the scheduled monument and other heritage features from further deterioration through restoration that will preserve them and find new ways to bring their important stories alive. This will provide greater access to heritage and learning opportunities.
- Provide visitor facilities appropriate to usage and heritage status including toilets and café.
- In keeping with BCC Inclusive Growth Strategy and Building Back Better we will develop links with social enterprises and commercial partnerships that share our ambition for generating income while delivering positive social & environmental change.
- Work with local organisations to create a range of opportunities and engagement tools that will encourage under-represented groups to use the park including a significantly increased and diverse volunteer programme.

- Develop a wide range of events and activities for nature connection, health & wellbeing, and green social prescribing.
- Provide skills training for staff, volunteers, students, and community groups to provide a sustainable future.
- Empower the local community to feel a sense of ownership and pride in their local green space.
- Bring the woodlands back into management with coppicing and thinning
- Identify opportunities to receive investment through the biodiversity net gains in response to Bristol's Ecological Emergency.
- Restore hedgerows and historic field boundaries
- Manage scrubland through grazing and volunteering, seeking an approach that conserves both the ecological and the aesthetic values of the landscape and prevents any further loss of species rich grassland.

1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Bristol City Council workforce	<input 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																																															
BCC Workforce Diversity Data HR Analytics: Power BI Reports (sharepoint.com)	<p>In Parks Team overall there is an underrepresentation of: women; Minority ethnic employees; disabled employees; and LGB employees</p> <table border="1"> <thead> <tr> <th></th> <th>Parks %</th> <th>Bristol Economically Active Population</th> </tr> </thead> <tbody> <tr> <td>Disabled</td> <td>6.8%</td> <td>7.0%</td> </tr> <tr> <td>Asian or Asian British</td> <td>1.7%</td> <td>8.0%</td> </tr> <tr> <td>Black or Black British</td> <td>1.3%</td> <td>3.0%</td> </tr> <tr> <td>Mixed</td> <td>1.3%</td> <td>2.0%</td> </tr> <tr> <td>Other Ethnic Groups</td> <td>0.4%</td> <td>1.0%</td> </tr> <tr> <td>White</td> <td>86.9%</td> <td>86%</td> </tr> <tr> <td>Female</td> <td>21.5%</td> <td>47.0%</td> </tr> <tr> <td>Male</td> <td>78.1%</td> <td>53.0%</td> </tr> <tr> <td>Lesbian, Gay or Bisexual</td> <td>2.5%</td> <td>5.1%</td> </tr> </tbody> </table>				Parks %	Bristol Economically Active Population	Disabled	6.8%	7.0%	Asian or Asian British	1.7%	8.0%	Black or Black British	1.3%	3.0%	Mixed	1.3%	2.0%	Other Ethnic Groups	0.4%	1.0%	White	86.9%	86%	Female	21.5%	47.0%	Male	78.1%	53.0%	Lesbian, Gay or Bisexual	2.5%	5.1%															
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Quality of Life in Bristol Survey Quality of Life 2020-21 — Open Data Bristol	<p>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.</p> <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> <tr> <td>Disabled</td> <td>35.6</td> <td>62.0</td> </tr> <tr> <td>Black Asian & Minority Ethnic</td> <td>52.3</td> <td>75.1</td> </tr> <tr> <td>White Minority Ethnic</td> <td>66.7</td> <td>78.1</td> </tr> <tr> <td>White British</td> <td>60.5</td> <td>79.5</td> </tr> <tr> <td>Asian/Asian British</td> <td>50.9</td> <td>73.2</td> </tr> <tr> <td>Black/Black British</td> <td>30.1</td> <td>62.5</td> </tr> <tr> <td>Mixed Ethnicity</td> <td>69.4</td> <td>83.2</td> </tr> <tr> <td>White</td> <td>61.3</td> <td>79.3</td> </tr> <tr> <td>Lesbian Gay or Bisexual</td> <td>60.2</td> <td>74.3</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	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
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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

New wards: data profiles - bristol.gov.uk	<p>Approximately 80% of Stoke Park fall within the Lockleaze Ward of Bristol (remainder in South Gloucestershire). Lockleaze Ward has:</p> <ul style="list-style-type: none"> • Age population broadly representative of Bristol overall • Higher than average children in Yr. 6 who have excess weight (38.2%) • Higher than average respiratory disease (89.9 deaths in aged <75 per 100,000 population) • Higher than average clients receiving a community-based service aged 18-64 (12.9 per 1000) • Higher than average number residents who belong to a Black or Minority Ethnic group (30.1% compared to 16% for Bristol overall) • higher than average % of Muslim residents • Higher than average % of resident whose Main language is not English (main other countries of birth are Poland, Jamaica, Somalia)
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 checked="" type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input 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.

We do not have reliable data on marital status or pregnancy/maternity. We will endeavour to ensure that equalities evaluations going forward captures this data so we can get a complete view of who is using the park.

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.

There was a round of consultation carried out following the publication of the 2016 conservation management plan which had over 700 responses and is summarised into a report (see appendix for full report)

There was there a wider range of consultation carried out in 2018/19 which was led by the council. During this over 600 face-to-face conversations were held with current and potential park users from across the city (see appendix for full report)

We also have data from the Future Park survey where 52 people identified Stoke Park as 'their park' (see appendix for full report)

In addition to this the council helped to form the Stoke Park Partnership Group which is made up of elected members, the council, and stakeholders from the local community. This groups aim is to facilitate the decision-making process by galvanising community opinion and advocating for the change they want to see.

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.

A part-time ranger has just been appointed for Stoke Park and we are seeking funds to increase this from 0.5fte to 2fte. Part of the Ranger's role is to lead build links with the community and facilitate volunteer and community action sessions. We have allocated a budget line for continued community engagement activities though out the course of the project from the development phase through to the delivery phase which will be developed and managed by the Project Manger and Project Administrator. Some of this will be delivered by the council and some by partners such as *Bristol Natural History Consortium* and local business such as *Steve England* and *Groundwork*.

Organisations and groups that we will either continue to or start to engage with on the future stages of the project will include but is not limited to: Lockleaze Neighbourhood Trust, Bristol Physical Access Chain, The Green and Black Ambassadors, The Somali Forum, Groundwork, Bristol Disability Equality Forum

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)	
Whilst we have not identified any significant negative issues from the proposal we are aware of existing inequality for citizens based on their characteristics in terms of access to Bristol parks and green spaces which we will aim to address where appropriate through this proposal	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Purdown Gun Battery is currently used a hangout spot for parties and graffiti in the evenings and at weekends, particularly after dark. Any plans to restore or develop this space could lead to displacement or conflict with these users.
Mitigations:	Engage users of this space in the design process and educate them on the need to protect this valuable monument. There may be opportunities to support events, work in concessions or volunteer.
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Older people are less likely to use the park due to poor access, anti-social behaviour, and a lack of visitor facilities
Mitigations:	Widen and improve surface of paths. Engage young people in meaningful activities to try and address anti-social behaviour. Build new visitor facilities including café, accessible toilets, and car park to enable visits.
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Disabled people are less likely to use the park due to poor access, a lack of visitor facilities and a lack of information.
Mitigations:	Improve the quality of paths and gateways where topography allows. Build new accessible visitor facilities including toilets and cafes, provide improved information about the opportunities on offer prior to arrival. Create events, activities and volunteer opportunities that will encourage wider participation.
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:	Pregnant people and new parents are less likely to use the park due to poor access and a lack of visitor facilities.
Mitigations:	Improve the condition of footpaths and entrance ways, extend, or build a new car park, build visitor facilities including café and toilets (inc. baby change facilities)
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:	Black, Asian, and Minority Ethnic groups are currently underrepresented in the park user profile.
Mitigations:	Work with organisation such as the Somali Forum and Green and Black Ambassadors to identify activities and opportunities to encourage wider participation.
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:	Lockleaze has areas of high deprivation and health inequality. We need to ensure that developments are accessible and free or affordable to citizens and families living on a lower income.
Mitigations:	Ensure that the catering offer reflects the local communities need. Ensure the park remain free to access as well as providing some free or low-cost activities/opportunities.
Carers	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Carers may not use the park as there is currently poor access and no visitor facilities.
Mitigations:	Improve access by improving the condition and number of well surfaced footpaths. Build visitor facilities with disabled access.
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

One of the key aims of the project is to improve access across the site through the introduction of accessible paths and entranceways which currently don't exist. This will have a positive impact on disabled people, older people, and all users in general.

We will make information about the site more accessible before arrival and once on site. This will aid in getting to and around the site and knowing what is on offer. This will aid disabled people but will also benefit all users who may be unsure of where the park is or what it has to offer them.

We will put on a range of activities, events and volunteer opportunities that will engage with a wide and diverse range of users. Some of these will be general events to cover a wide range of users and some will be targeted for at a particular group. This could have a positive impact on young people, older people, sexual orientation and gender reassignment, low-socio economic groups (free/low cost), and more. Our overall aim to make the encourage a diverse range of users to access the park and help them overcome the barriers they currently face.

To run the project, we will be recruiting three new roles (project manager, project administrator and park ranger) this will provide an opportunity for all the equalities groups.

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:

We have not identified any significant negative impacts however we need to ensure we meet the needs of user groups who do not currently use or enjoy parks and green spaces because of existing barriers. Other groups such as young people may feel threatened or inconvenienced by the plans and we will endeavour to engage them at an early stage in the development process so they can feel a sense of ownership over the future.

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

There is an opportunity to significantly improve access across the site; make information about the site more accessible; create opportunities (voluntary, events and activities) for greater participation from a more diverse range of users; and provide job opportunities

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
Engage young people in plans for gun battery	Project manager	During development phase (2022 – 2023)
Ensure that monitoring and evaluation includes marital status and pregnancy/maternity going forward.	Project manager	Development and delivery phase (2022 – 2027)

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.

We will be working with an external evaluator to evaluate the project. Part of their remit will be to assess the impacts both positive and negative upon users of the park.

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: Peter Anderson, Acting Director Management of Place 
Date: 29/4/2021	Date: 17/01/2022

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.

