

Equality Impact Assessment [version 2.9]



Title: Parks and Green Spaces Strategy	
<input type="checkbox"/> Policy <input checked="" type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input type="checkbox"/> Other [please state]	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Growth and 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.

Now more than ever, the long-term strategic management of Parks and Green Spaces has relevance and meaning to many Council interests, including the nature recovery agenda; making places inclusive and safe; nurturing healthy happy communities; managing impacts of climate change; and managing air quality. The current Parks and Green Space Strategy was produced over 13 years ago and as such does not take account of the urgency and scale of these priorities. A new strategy is required to define a shared journey and commitment towards improving parks so that together it is possible to fulfil the City's ambitions.

The new strategy will encompass a 20-year plan with a detailed focus on the first five years. The most important challenges that the strategy must address are:

- Ecological emergency: **protecting and enhancing nature now and in the future**
- Climate change: **adapting to extremes in weather and moving towards a net zero carbon future.**
- Reducing health inequality: **Ensure all local neighbourhoods support healthy lifestyles**
- Inclusive placemaking and contextual safeguarding: **ensuring parks are welcoming, accessible, and safe for all to share.**
- Sound financial stewardship: **creating new and innovative ways to generate income from Parks to ensure their sustainable management.**

The service is committed to developing the following objectives to address these strategic challenges:

- **Demonstrate the value of parks** and use this to influence decision-makers and attract investors.
- **Engage communities and build community partnerships** - work alongside residents to enable and support community led initiatives.
- **Establish partnerships that deliver services and maintain or improve green spaces** - generate a significant, demonstrable, actionable response from partners and collaborators across the city.
- **Generate new income streams** - identify new, tangible income opportunities at scale.
- **Transition parks** - deliver a transformational process, creating a shift in responsibility and decision making around parks; recognising when BCC needs to take a lead and when communities or partners are better placed.

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1.2 Who will the proposal have the potential to affect?

<input checked="" 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																														
Quality of Life Data 2020/21	<p>There has been a decline across the board in satisfaction levels in the quality of parks. We have also seen a decline in the number of weekly visits.</p> <p>% satisfied with children’s playgrounds and play areas – 56.5% (down 59.8% in 2020)</p> <p>% satisfied with the range and quality of outdoor events – 51.6% (down from 57.2% in 2020)</p> <p>% satisfied with the quality of parks and green spaces – 74.9% (down from 78.8% in 2020)</p> <p>% who visit Bristol’s parks and green spaces at least once a week – 59% (down from 60.3% in 2020)</p> <p>Indicators by group</p> <p>% satisfied with the quality of parks and green spaces (74.9% Bristol average):</p> <table border="1" data-bbox="357 667 900 824"> <tbody> <tr> <td>Asian/Asian British</td> <td>74.8</td> <td>0.1</td> </tr> <tr> <td>Black/Black British</td> <td>71.8</td> <td>3.1</td> </tr> <tr> <td>Mixed/Multiple ethnic</td> <td>79.8</td> <td>4.9</td> </tr> <tr> <td>White British</td> <td>75.6</td> <td>0.7</td> </tr> <tr> <td>White Minority Ethnic</td> <td>72.5</td> <td>2.4</td> </tr> </tbody> </table> <p>LGBT+ - 76.2% (1.3% higher than Bristol average)</p> <p>16 – 24 – 76.2% (1.3% higher than Bristol average)</p> <p>Carers – 68.8% (6.1% lower than Bristol Average)</p> <p>Disabled – 63.6% (11.3% lower than Bristol average)</p> <p>65 and older – 74.2% (0.7% lower than Bristol average)</p> <p>Female – 74.5% (0.4% lower than Bristol average)</p> <p>Male – 75.2% (0.3% higher than Bristol average)</p> <p>% who visit Bristol’s parks and green spaces at least once a week (59% Bristol average):</p> <table border="1" data-bbox="357 1160 957 1339"> <tbody> <tr> <td>Asian/Asian British</td> <td>44.7</td> <td>14.3</td> </tr> <tr> <td>Black/Black British</td> <td>33.5</td> <td>25.5</td> </tr> <tr> <td>Mixed/Multiple ethnic</td> <td>73.6</td> <td>14.6</td> </tr> <tr> <td>White British</td> <td>59.6</td> <td>0.6</td> </tr> <tr> <td>White Minority Ethnic</td> <td>60.5</td> <td>1.5</td> </tr> </tbody> </table> <p>Disabled – 33% (26% lower than Bristol average)</p> <p>16-24yr olds – 49.9% (9.1% lower than Bristol average)</p> <p>65 and older – 43.4% (15.7% lower than Bristol average)</p> <p>LGBT+ - 58.5% (0.5% lower than Bristol average)</p> <p>Carers – 55.6% (3.4% lower than Bristol average)</p> <p>10% most deprived – 42.2% (16.8% lower than Bristol average)</p>	Asian/Asian British	74.8	0.1	Black/Black British	71.8	3.1	Mixed/Multiple ethnic	79.8	4.9	White British	75.6	0.7	White Minority Ethnic	72.5	2.4	Asian/Asian British	44.7	14.3	Black/Black British	33.5	25.5	Mixed/Multiple ethnic	73.6	14.6	White British	59.6	0.6	White Minority Ethnic	60.5	1.5
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Your Park Disability Audit (March 2022)	<ol style="list-style-type: none"> 1. Lack of clear communication and information. “Not a clear way in – can be hard to find the right person to make things happen”. The service can take a long time to respond. 2. Some groups find it very hard to understand the service protocols and processes to secure permission or get something started. 3. Significant reductions in investment, resourcing and budgets means not enough staff to engage with community groups 4. Insufficient open space near to where people live. 5. Park service staff do not reflect the diversity of Bristol’s communities. There is also a need for staff professional development to support community engagement and inclusion. 																														

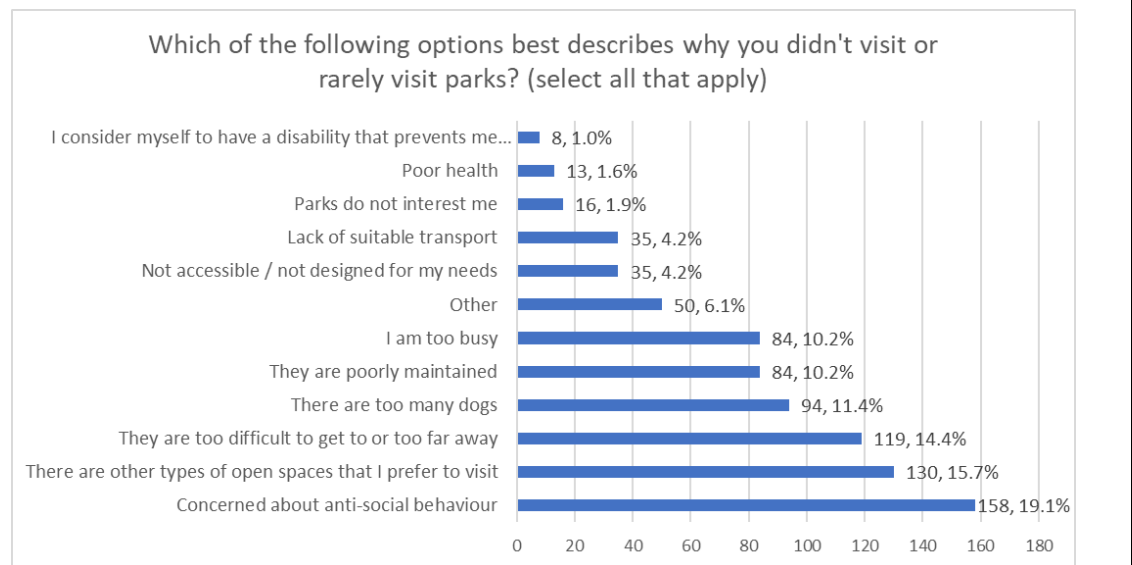
Bristol Parks Survey by Natural History Consortium (July 2020)

The survey of use by communities of parks in Bristol and Bath was prepared by the Natural History Consortium and Bristol City Council. The final version was approved by Bristol City Council.

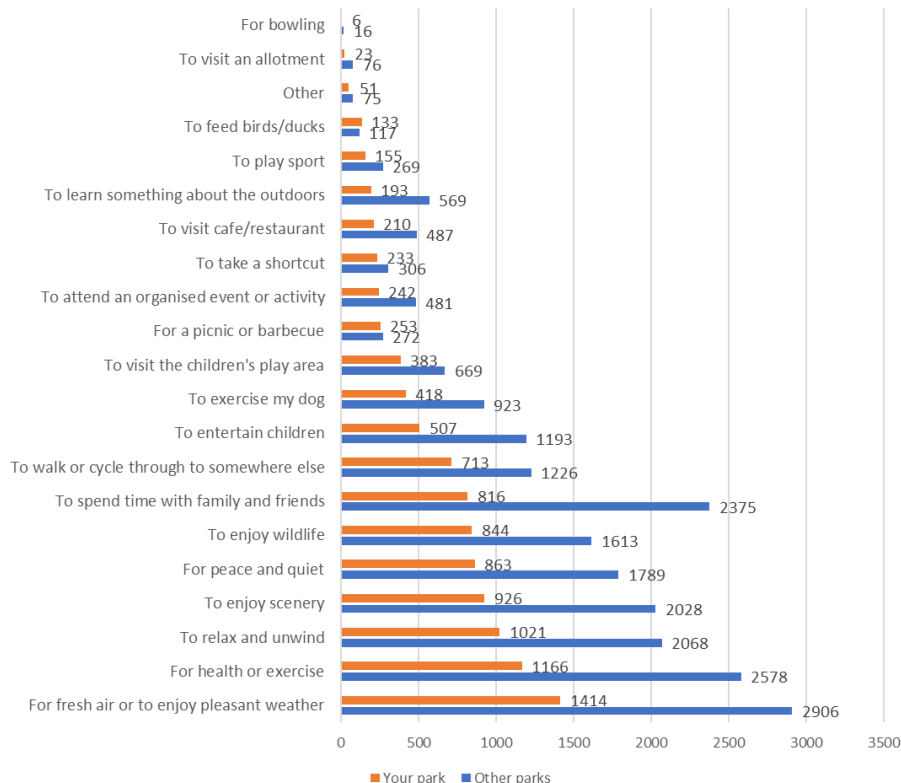
The survey was delivered through Bristol online surveys. The data is being held by the Natural History Consortium, for the main purpose of providing information to Bristol City Council. The anonymised survey data from respondents living in Bath and North East Somerset (BANES) was shared with BANES Council.

The survey was filled in by 2409 people in the Bath and Bristol area, from Monday 11th May until Friday 31st July 2020.

Whilst this report did not break down responses by equalities groups it did set out the main reasons for survey respondents visiting or not visiting parks when considered against the QoL data it can start to shed light on the barriers certain groups may face to accessing parks and green spaces.



Which of the following best describes your reasons for visiting
(select all that apply)



PGSS Community Voice Report (Feb 2022)

1. What insights can you share about the experience of people using parks and green spaces?

- Parks can be ambivalent places (positives & negatives)
- Parks are good for people & people are good for parks.
- Some people need to be encouraged to use parks (knowledge, anxiety, fears & self-consciousness)
- Community organisations make parks better places, bring people to parks and are eager to play a greater role as custodians of parks.

2. What needs to change to make parks more welcoming?

- Design, layout & amenities (improving access, child-friendly, bins)
- Maintenance (litter, lighting, damaged equipment)
- Safety (anti-social behaviour & dangerous objects)
- Management (risk management, liability & cost-effectiveness prioritised over benefit)

3. What are the challenges and barriers to change?

- Liability and risk-averse mindset coupled with a lack of trust towards communities.
- Communication (unclear & slow)
- Community involvement deterred by red-tape & communication breakdown
- Investment, resourcing & budget allocations (solutions decided on what is cheapest to maintain)

4. What are the opportunities and enablers for change?

- Improving communication
- Activate parks & green spaces with people (trusted adults) & projects (activities & events)
- Enable greater community involvement through trust building

5. How could we work together to make parks and green spaces more welcoming?

- Keep learning conversations with anchor organisations going.
- Pilot a scheme that would give Friends of Groups approval to plan and manage events.

PGSS One City stakeholder workshops (March 2022)	Stakeholders identified the need for: <ul style="list-style-type: none"> • Greater involvement for communities • clear, up-to-date, accessible and easy-to-find information • a simple permission processes and clear points of contact within the Parks Service • A less risk-averse approach to management and more emphasis on community led solutions • improved diversity, equality and inclusion • education, training, and capacity building • sustainable and long-term sources of funding
Additional comments: There was also a survey of staff carried by the Local Government Association to identify skill gaps and gaps in representation across the staff team. It was found that young people, women, Black, Asian and minority groups and disabled groups were under-represented in the service. There is need to develop and facilitate inclusive career pathways to engage diverse communities in staff roles and achieve greater representation.	

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 checked="" 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.

The Quality of Life data does not gather data on Pregnancy/Maternity. Whilst we have engaged with community organisations that work with these groups we are perhaps missing explicit data on this group.

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.

Parks and Green Spaces Steering Group and Project Board **Project board (internal)**

The parks service is one of many council services. To begin the process of bridging the gaps between services and promoting a more joined up approach to tackling issues such as climate change and health inequalities and making the most of the resources we have available we set up a cross council project boards that represented key

decision makers from across the council. This approach ensured that the development was held accountable to a high level of internal scrutiny and ensured that proposals did not exclude any particular groups.

Service represented included: Planning, Sustainability Team, Public Health, Neighbourhood and communities, children's commissioning, Facilities management, Property services and housing.

Project steering Group

Just as internal scrutiny is fundamental to the rigor of what we are presenting so too is being held to account eternally. To facilitate this we convened a project steering group of key external organisations. This cross section of organisations reviewed plans and proposals as they were developed and highlighted any areas where we may be excluding or impacting on particular groups.

These included:

Park Service Manager (Chair) Parks Forum Your Park Avon Wildlife Trust Natural History Consortium SHINE Healthy Living Consortium Playful Bristol Neighbourhood Planning Network Green and Black Ambassadors

Parks and Green Spaces Strategy Community Voice Report

As part of the development of the Parks and Green Spaces Strategy we carried out a piece of engagement work with a wide range of organisations representing a cross section of current and potential park users.

Context

Why: Harnessing community insight into parks and green spaces is critical to how we manage parks and green spaces in the long term. This has been made all the more important by recent budget cuts which place a strain on the Parks service.

Who:

- Community organisations engaged with parks and green spaces such as 'Friends Of' groups, community partnerships and trusts, and other anchor organisations.
- Groups represent a geographical spread across disadvantaged areas in North, South, Central and East Bristol to reflect the 'levelling up' agenda of the PGSS aimed at addressing inequality and creating opportunities in the city.

How:

- Learning conversations with anchor organisations
- Surveys and reports on parks and green spaces in Bristol
- Five questions:
 1. Insights
 2. What needs to change?
 3. Barriers to change

Parks and green spaces One City stakeholder workshops

Our ambition was to create a co-designed parks and green spaces strategy. This would ensure that from the outset we represented the views and needs of park users from across all sectors of society and ensured their buy into to plans and proposals from an early stage in the process.

Streets Reimagined worked with the BCC Parks Service to develop and deliver a process to engage stakeholders on designing a new PGSS for Bristol over the period of December 2021 to April 2022. This process took the form of three rounds of online workshops held using the digital collaboration tool Miro which allowed stakeholders to participate in the workshops remotely. The digital format of these workshops meant that the engagement process was not inhibited by limitations on gathering posed by distance or the COVID-19 pandemic. Miro also enabled the creation of a shared digital space which could be visited and revisited by all participants allowing them to observe the evolution of the engagement- and co-design- process and to contribute to the development of the new PGSS both in and out of the designated workshops.

The first of the three workshops held on the 19th of January 2022 was geared at co-designing the stakeholder workshops with workstream leads from the BCC and testing Miro as a tool and platform for these workshops. The subsequent two rounds of workshops held in the first and last weeks of March 2022 engaged stakeholders on the change needed within the PGSS, as well as the priorities for change, the feasibility of change, and the policies, programmes, resources, and people required to turn these changes into feasible actions.

Over the course of both rounds of stakeholder workshops 71 stakeholders from 25 organisations were engaged.

Bristol City Council | Up Our Street | West of England Nature Partnership | Bristol Food Network | Age UK | Bristol Food Producers | Feeding Bristol | Green Futures Associates | Your Park | Bristol Allotments Forum | Disabilities and Equalities Forum | Natural England | University of Bristol | Friends of Hengrove Mounds & Hawkfield Meadow | West of England Centre for Inclusive Living |

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.

PGSS Steering group and Project Board

The project board and steering group will have opportunities to review the PGSS as it developed to ensure that we are keeping true to our original ambitions.

PGSS consultation

Once the draft document is ready there will be a city consultation that will include online and in person consultation events.

Continued partnership working once strategy is published

A key output from the strategy is improved community involvement and better partnership working across the council and with city partners. This will ensure that we have continue to represent groups and include them in management decisions as the strategy is put into action.

The Inclusive Careers Pathway programme: Employability, Learning and Skills team will be working closely with Park service to develop and facilitate engagement with school, colleges and youth based organisations to open up career pathways into the service.

Quality Improvement Pathways, The PGSS is based on the targeting and implementing a quality uplift in areas experiencing health deprivation and low income. The quality improvement process will be based on a place-based approach, in that it will seek to identify relevant local stakeholders that have a perspective and role in improving parks for better access. In this way, equality groups will be represented in assessing quality and designing solutions to improving quality.

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)

The parks and green spaces strategy is aimed at improving relationships between the parks service and park users by providing greater opportunities for community involvement. Furthermore the central tenet to the Strategy is increasing access by improving quality. Making parks more welcoming is at the heart of a our understand of

<p>quality measurement. However, with parks being used by a wide range of groups there is the potential for management decisions to have some adverse effects on particular groups.</p>	
<p>PROTECTED CHARACTERISTICS</p>	
<p>Age: Young People</p>	<p>Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>
<p>Potential impacts:</p>	<p>Green spaces and parks are important places for young people to socialise, but they are often underrepresented in decision making forums. There is often a request for more formal facilities to service this group and, depending on their age, are seen by some as a problem or cause of anti-social behaviour.</p>
<p>Mitigations:</p>	<p>Find ways to engage young people in the decision-making process to give them more control and agency over decisions that affect them. This could be done through the creation of a youth forum, through targeted engagement through the community development team and parks staff or through the identification of and working with youth focused organisations who can represent the needs of this group.</p>
<p>Age: Older People</p>	<p>Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>
<p>Potential impacts:</p>	<p>Research has shown that older people are at risk of exclusion from park for a number of factors from poor access in winter to perceived risk from anti-social behaviour or a lack of facilities such as benches and toilets.</p>
<p>Mitigations:</p>	<p>Work directly with older people or their representatives to ensure that decision making reflects the needs of this group. Initially carry out a community supported quality assessment to create a baseline which can be used to identify areas of highest need more clearly. Mapping can also be used to show areas of the city which have higher proportions of older people.</p>
<p>Disability</p>	<p>Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>
<p>Potential impacts:</p>	<p>We know from reports such as the Your Park Disability Audit, the Parks and Green Spaces strategy workshops and QoL data that there are many barriers to disabled people accessing parks. If these factors are not considered and acted upon then disabled people will continue to be disproportionately affected.</p>
<p>Mitigations:</p>	<p>Follow the advice gathered from engagement work done to date. Where there are opportunities to improve access (i.e. through funding) then making sites fully accessible should be the primary aim. The proposed quality framework has inclusion and accessibility at its heart. A baseline assessment is needed to identify areas of highest need. In the mean time we can use health data and the QoL data to start to identify areas of highest priority for improvements.</p>
<p>Sex</p>	<p>Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>
<p>Potential impacts:</p>	<p>We see from the QoL that male and females visit parks a similar amount (M:59.4% / F:58.7%) and have similar perceptions of quality (M: 75.2% / F:74.5%). However there is a risk that management decisions i.e. tree planting by adversely affect people who may perceive areas of parks to feel more unsafe due to increased canopy cover. Another potential risk around a lack of appropriate facilities i.e. gendered toilets</p>
<p>Mitigations:</p>	<p>Use a people centred approach to design and management decisions to make sure that plans reflect the needs of all groups.</p>
<p>Sexual orientation</p>	<p>Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>
<p>Potential impacts:</p>	<p>We want to ensure that parks are inclusive and welcoming places. There is a risk that some events, activities or management decisions may adversely affect this group and make parks seem unwelcoming or unsafe environments.</p>
<p>Mitigations:</p>	<p>Ensure that the values of inclusion and welcome are embedded within all management decisions to ensure that parks are suitable for all and that staff receive appropriate training.</p>
<p>Pregnancy / Maternity</p>	<p>Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>
<p>Potential impacts:</p>	<p>Pregnant people shouldn't be adversely affected however consideration needs to be given to appropriate facilities i.e. access to toilets. Those on maternity leave again need to be given consideration with regard to ensuring that where possible their needs are met.</p>
<p>Mitigations:</p>	<p>Using a placed-based approach to parks management decisions and continuing to embed community involvement the parks service will be able to ensure that plans for</p>

	<p>parcs and green spaces reflect the needs of the communities they serve. This will in turn be supported by a new quality assessment framework based upon the Green Flag methodology</p>						
Gender reassignment	<p>Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>						
Potential impacts:	<p>The QoL survey doesn't specifically capture data on gender reassignment however it does capture the views of the LGBT+ community. Whilst this community appear to visit parks frequently and are generally satisfied with the quality there is a risk that activities within the park or the attitudes of staff or other parks groups could create an unwelcoming and unsafe space.</p>						
Mitigations:	<p>As with other equalities groups we want to include all sectors of the community in decision making and we need to ensure that community engagement and involvement is truly representative of the community that use the park and that there are opportunities for increased representation cross all equalities groups. This may involve working with new organisations or working in a new way to ensure that all participants feel welcome.</p>						
Race	<p>Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>						
Potential impacts:	<p>We know that in particular Black and Asian people visit parks significantly less than other ethnicities. We understand some of the barriers these groups face but more work is required to address this.</p> <table border="1"> <tr> <td>Asian/Asian British</td> <td>44.7</td> <td>14.3</td> </tr> <tr> <td>Black/Black British</td> <td>33.5</td> <td>25.5</td> </tr> </table>	Asian/Asian British	44.7	14.3	Black/Black British	33.5	25.5
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Mitigations:	<p>Create spaces and events that represent and include all members of the community Work to diversify the work force – the horticulture and land management sector is one of the worst for diversity Work with groups to better understand the barriers they face and ensure they are involved in the assessing of quality and influencing actions</p>						
Religion or Belief	<p>Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>						
Potential impacts:	<p>There should be no disproportional impact on faith groups. However measures should be taken to ensure that there are opportunities for all groups to celebrate their faiths in an appropriate and safe manner</p>						
Mitigations:	<p>Ensure that the values of inclusion and welcome are embedded within decision making around events, activities and artworks etc</p>						
Marriage & civil partnership	<p>Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>						
Potential impacts:	<p>There should be no disproportional impact on this group.</p>						
Mitigations:	<p>Ensure that events, activities etc are respectful of people's views and beliefs</p>						
OTHER RELEVANT CHARACTERISTICS							
Socio-Economic (deprivation)	<p>Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>						
Potential impacts:	<p>We know that people living in the 10% most deprived areas of Bristol have lower than average perception of quality and visit parks less frequently than other people in Bristol.</p>						
Mitigations:	<p>The quality improvement plan is focused on improving quality of parks in the areas of Bristol that in most need based upon perceptions of quality and social factors such as deprivation and health outcomes. This should ensure that the quality of parks in these areas improves and in turn sees more users from this group.</p>						
Carers	<p>Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/></p>						
Potential impacts:	<p>We know that carers and, in particular, full-time carers have a lower than average perception of quality and visit parks less frequently than other people in Bristol.</p>						
Mitigations:	<p>Use data to identify areas of city worse affected by this trend to help prioritise the use of resources to address quality. Work with community groups to assess what quality means for these groups in order to identify meaningful actions that can be used to reduce barriers</p>						
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:	
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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

- Parks are important shared spaces in our communities. They represent spaces where communities can come together, interact and connect in place. There is a need, and articulated appetite, for safe spaces conducive to public debate and developing understanding with history, developing cross-community engagement and celebrating more diverse cultures.
- Better working relationships and ways of working with groups that represent people with protected characteristics. This will provide park users and equalities groups with greater agency over the way in which their green spaces are managed and developed to reflect the local need.
- A new quality framework and assessment methodology will recognise the importance of creating spaces that access welcoming and accessible to all users, including and particularly those with disabilities and thus a need for additional accessibility provisions. A quality improvement plan will highlight areas in the city most in need and show where resources need to be prioritised.
- The process that will be adopted to improve quality will involve local stakeholders making judgements about how well a park performs against access indicators taken from the Green Flag methodology. Community groups will input into assessing barriers to access and codesign solutions. This approach will embed inclusion in the quality improvement process.
- By recognising that accessibility is key to quality and needs to be central to decision making with regard to facilities, events and design we will ultimately end up with better quality parks that provide better access for all.

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. Some groups 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 empowered to influence the decisions taken in their local parks. For example, in promoting nature recovery, the service will be reducing mowing regimes which may influence the accessibility of certain areas for walking. As a service we will consult with local groups to determine a consensus solution that meets both interests: walkability and nature recovery.

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

Trough the delivery of the parks and green space strategy we aim to foster greater levels of community involvement and improved partnership working across the council and with city partners. This joined up and democratic approach to parks management will ensure that the right services are delivered in the right areas to meet local needs.

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
continue to ensure that equalities groups are included in consultation and decision making regarding the strategy and implementation	kit Beaumont	on going


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 parks and green spaces strategy will have implementation plan with measurable actions. This can be used to see if we have been successful in what we have proposed.

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:  Patsy Mellor – Director Management of Place
Date: 21/09/2022	Date: 21/09/2022

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.