

Equality Impact Assessment [version 2.9]



Title: Investing in parks to support the city's growth areas	
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input checked="" 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: Richard Fletcher
Service Area: Parks and Green Spaces	Lead Officer role: Parks Services 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.

To provide new facilities and visitor experiences in a number of parks across the city that can serve communities where there has been or is intended to be an increase in residential accommodation. Primarily investment is focussed on improving existing or creating new children's play areas but there is a specific theme throughout to improve access to green spaces and provide accessible infrastructure.

Current proposals:

Victoria Park	Improvements to the facilities and landscape of the park that will help mitigate the impact new residents and communities in the Bedminster Green and Whitehouse Street developments.
Argyll Rd	Make significant improvements to the children's play area.
Oldbury Court Estate	To make access improvements and significantly enhance the play facility at Oldbury Court Estate, one of the city's major destination sites, with relandscaping and replacement of broken and missing equipment including the pirate ship.
Hengrove Play Park	To improve the café facility and provide new equipment at the Play Park to maintain a high-quality play offer close to the some of the city's most deprived communities.
Blaise Estate	Make a number of improvements that will raise the quality of the 'visitor hub' - including paths, noticeboards, new swings and an upgrade to toilet facilities.
Green Spaces in Lawrence Weston	Improvements to parks and green spaces in the Lawrence Weston area that will include a new children's play area at Beverston Gardens Amenity Area. This investment significantly improves local access to play for children and young people and helps the Council meet its minimum provision standards.
St Agnes Park	To improve the infrastructure of the children's play area and provide a new multi climber play feature.

Rawnsley Park	To significantly upgrade the play and wider park environment – providing new equipment, safety surfacing, supporting infrastructure and improving boundaries and access.
---------------	--------------------------------------------------------------------------------------------------------------------------------------------------------------------------

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]
-----------------------------------------	-----------------------------	-----------------

We can be confident that adverse impacts are possible but can be avoided. At this stage in the process adverse impacts cannot be identified or measured.

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
Ward profile data (bristol.gov.uk)	The Ward Profiles provide a range of data-sets, including population, life expectancy, health and education disparities etc. for each of Bristol's electoral wards. Wards in scope are:

	<p>Ashley Avonmouth & Lawrence Weston Frome Vale Henbury and Brentry Hengrove and Whitchurch Park Hillfields Lawrence Hill Windmill Hill</p>						
<p><u>Census 2011 and Census 2021</u></p> <p><u>2011 Census Key Statistics About Equalities Communities</u></p>	<p>The Census details the demographic profile of Bristol. The headline observations from the 2021 Census are: The population of Bristol increased by just over 44,200 (10.3%) compared with 2011. Bristol was the fastest growing of the Core Cities in England and Wales over this period. Population in Lawrence Hill grew by 18.4% since 2011 and Frome Vale by 15.6%.</p> <p>There were just over 81,000 people with a long term health problem or disability, including conditions related to old age, living in Bristol. Almost a fifth (19.4%) were Disabled under the Equalities Act. Frome Vale, Henbury and Brentry, Hengrove and Whitchurch Park and Avonmouth & Lawrence Weston are in the top 10 wards with the highest percentage of disabled people. The population of Bristol is increasingly diverse. In 1991 the Black, Asian and Minority Ethnic population accounted for 5.1% of the total population, in 2021 it was 18.9%.</p> <p>A total of 23,649 people in Bristol identified with an LGB+ orientation representing 6.1% of the population aged 16 and over. The England and Wales average is 3.2%.</p> <p>Muslims are the third largest religion group in Bristol, 6.7% of the population, similar to the England and Wales average of 5.2%. 37% of the population of Lawrence Hill are Muslim, 13.7% in Hillfields and 13.2% in Ashley.</p> <p>35% of households live in flats, either purpose-built block of flats, conversions or shared houses. Central and Hotwells wards have the highest percentage of flats in the city at 93% and 80% of all accommodation.</p>						
<p>Quality of Life Survey 2021-22</p>	<p>The Quality of Life (QoL) survey is an annual randomised sample survey of the Bristol population, mailed to 33,000 households (with online & paper options), and some additional targeting to boost numbers from low responding groups. In brief, the most recent QoL survey indicated that inequality and deprivation continue to affect people's experience in almost every element measured by the survey.</p> <p>The service measures performance through the Quality of Life Survey through two indicators:</p> <p>1) Increase the percentage of residents visiting a park or open space at least once a week (QoL)</p> <p>Table 1: QoL 2021-22 survey results - % who visit Bristol's parks and green spaces at least once a week by characteristic</p> <table border="1" data-bbox="683 1883 1468 2112"> <thead> <tr> <th data-bbox="683 1883 1114 2002">Quality of Life Indicator</th> <th data-bbox="1114 1883 1468 2002">% who visit Bristol's parks and green spaces at least once a week</th> </tr> <tr> <th data-bbox="683 2040 1114 2078">Characteristic</th> <th data-bbox="1114 2040 1468 2078">% Percentage</th> </tr> </thead> <tbody> <tr> <td data-bbox="683 2078 1114 2112">Bristol Average</td> <td data-bbox="1114 2078 1468 2112">59</td> </tr> </tbody> </table>	Quality of Life Indicator	% who visit Bristol's parks and green spaces at least once a week	Characteristic	% Percentage	Bristol Average	59
Quality of Life Indicator	% who visit Bristol's parks and green spaces at least once a week						
Characteristic	% Percentage						
Bristol Average	59						

No qualifications	25.4
Rented from the council	29.8
Disabled	33
Black/Black British	33.5
Rented from housing association	41.4
Most Deprived 10%	42.2
65 years and older	43.3
Asian/Asian British	44.7
Full-time carer	46
50 years and older	49
Non degree qualifications	49.4
16 to 24 years	49.9
Black, Asian and minority ethnic	51.2
Christian	52.1
Other religion	54
Carer (All)	55.6
Lesbian, Gay or Bisexual	58.5
Part-time carer	58.6
Female	58.7
Rented from private landlord	59.1
Male	59.4
White British	59.6
White	59.7
Single parent	59.8
White Minority Ethnic	60.5
Owner Occupier	62.2
No religion or faith	62.8
Degree qualifications	67
Parents (All)	72.3
Mixed/Multiple ethnic groups	73.6
Two parent	74.2

Table 2: QoL 2021-22 survey results - % who visit Bristol's parks and green spaces at least once a week by ward

Quality of Life Indicator	% who visit Bristol's parks and green spaces at least once a week
Ward	% Percentage
Bristol Average	59
Stockwood	35.8
Hartcliffe and Withywood	35.9
Brislington East	43.3
St George Central	45.6
Southmead	46.1
Avonmouth and Lawrence Weston	47.2
Bishopsworth	47.4
Hengrove and Whitchurch Park	48.6
Lawrence Hill	51
Hillfields	51.1
Frome Vale	52.3

Filwood	52.5
Horfield	53.4
Central	53.8
Brislington West	54
Bedminster	55.6
Lockleaze	57.1
St George Troopers Hill	62.3
Henbury and Brentry	63.6
Redland	64.1
Knowle	64.4
Hotwells and Harbourside	64.8
Southville	68.7
Westbury-on-Trym and Henleaze	69.1
Stoke Bishop	69.5
Easton	70.7
Bishopston and Ashley Down	70.8
Ashley	71
St George West	71.4
Clifton	71.5
Eastville	71.6
Clifton Down	75.2
Cotham	79.2
Windmill Hill	81.1

2) **Improve the percentage of residents satisfied with parks and open spaces (QoL)**

Table 3: QoL 2021-22 survey results - % satisfied with the quality of parks and green spaces by characteristic

Quality of Life Indicator	% satisfied with the quality of parks and green spaces
Characteristic	% Percentage
Bristol Average	74.9
Most Deprived 10%	52.5
Rented from the council	56.9
Full-time carer	61
Disabled	63.6
No qualifications	64.5
Rented from housing association	65.2
Single parent	65.9
Non degree qualifications	66.4
Carer (All)	68.8
Parents (All)	69.9
Two parent	70.4
Part-time carer	71.2
Black/Black British	71.8
White Minority Ethnic	72.5
50 years and older	72.9
Christian	73.2
65 years and older	74.2

Female	74.5
Asian/Asian British	74.8
White	75.1
Male	75.2
Black, Asian and minority ethnic	75.3
White British	75.6
Other religion	76
16 to 24 years	76.2
Lesbian, Gay or Bisexual	76.2
No religion or faith	76.3
Owner Occupier	76.4
Rented from private landlord	78
Degree qualifications	79.4
Mixed/Multiple ethnic groups	79.8

Table 4: QoL 2021-22 survey results - % satisfied with the quality of parks and green spaces by ward

Quality of Life Indicator	% satisfied with the quality of parks and green spaces
Ward	% Percentage
Bristol Average	74.9
Hengrove and Whitchurch Park	37.9
Hartcliffe and Withywood	47
Avonmouth and Lawrence Weston	52.5
Lawrence Hill	55.3
Bishopsworth	60.1
Southmead	60.3
Filwood	61.1
Henbury and Brentry	62.7
Brislington East	66.1
Stockwood	66.6
Horfield	72.5
Lockleaze	74.7
Hotwells and Harbourside	74.8
Ashley	75.8
Central	75.8
Brislington West	76.4
Southville	77.1
Bedminster	77.2
St George Central	79.2
Hillfields	79.5
St George Troopers Hill	81.3
Easton	82.4
Stoke Bishop	83.4
St George West	84.7
Cotham	88.2
Clifton	88.4
Frome Vale	88.6
Eastville	90.4

	Knowle	90.5
	Windmill Hill	90.5
	Bishopston and Ashley Down	91.1
	Redland	91.8
	Westbury-on-Trym and Henleaze	93.6
	Clifton Down	95.4
Additional comments:		

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.

The Parks Service does not currently collect demographic data from park users due to the open access and citywide nature of the service.

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.

Some of the proposals add additional funding to site improvement ideas generated by communities and put through the Area Committee process for allocating devolved CIL/S106 to projects.
Some proposals act to improve facilities that have generated a high level of customer enquiries and complaints in recent years, such as Blaise toilets.
When the funding is allocated to a project, such as a play area, the delivery team will engage residents and known stakeholders in developing the design of the offer.

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 Service routinely engages local residents and communities in the design element of park investment projects. We ask local members to help this process. However this won't in the case in all instances. Where we are investing in toilets for example we will be more guided by modern standards of design and access.

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)

Disruption during works may have a disproportionate impact on some groups. Where practicable mitigating actions will be taken by the contractor to minimise the impact of these works. If necessary, Residents will be advised in writing of the work required and when it will be done.

We can be confident that adverse impacts can be avoided but of course the potential exists at this stage in the process.

As part of the commissioning process, providers will be required to demonstrate a good understanding of Equality Act 2010 requirements and the public sector equality duty; including that equality of opportunity is central to internal processes / workforce; and services will be regularly tailored and reviewed to meet the diverse needs of Bristol citizens.

The distribution of the investment also has the potential to have an adverse impact on people according to where they live – if concentrated for example in one part of the city. The impact would depend on the quality and availability of similar assets within a geographical area already. The investment funding is from Strategic CIL and in line with the criteria set for that funding stream investment will be in the city's 'growth areas' – where residential development has recently increased the local population or is predicted to do so. Although there is not enough funding to have a positive citywide effect, efforts have been made to ensure several neighbourhoods are able to benefit.

PROTECTED CHARACTERISTICS

Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	

Mitigations:	
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
OTHER RELEVANT CHARACTERISTICS	
Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	
Mitigations:	
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

Yes, the design of individual projects within the programme has the potential to advance equality of opportunity between people who share a protected characteristic and those who don't. For example upgraded toilet facilities can benefit Disabled visitors directly through better provision and design. More attractive toilet facilities will encourage visitors who we know from previous consultation work are more likely to visit spaces where these are provided including older people, families with young children and pregnant people. Some of the investment will improve access to parks and in doing so make them more attractive to Disabled users, Older people and people using buggies with small children for example. New and/or improved play facilities will benefit children and young people directly and families who visit green spaces. There is the potential for the investment to foster good relations between people who shared a protected characteristic and those who don't if wider visitor numbers increase from a larger section of the population due to a visible uplift in site quality and better facilities.

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:

There is the potential for negative impact although none have been identified. To avoid this potential the delivery of the investment programme will need to:

- | |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none">- Ensure that equalities communities are consulted on the design and delivery of individual projects;- Ensure that access, design and safety standards are adhered to, particularly for disabled users and children and young people. |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|

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

Advance equality of opportunity - upgraded toilet facilities, improved access, new play offers. Foster good relations – increasing visitor numbers through raising quality and attractiveness.

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
Consider and record the potential for adverse impact and positive impact from each investment project. To consult and consider product design and installation project aspects accordingly and to ensure positive impacts are generated.	Susy Feltham, Landscape Works and Play Manager	23/24, 24/25

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 initial assessment of positive and adverse impacts in the action of 4.2 will be reviewed post-programme delivery.

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:	Director Sign-Off:
--------------------------------------------	---------------------------

<i>Reviewed by Equality and Inclusion Team</i>	
------------------------------------------------	--

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.



Date: 14/03/2023

Date: 14/03/2023