

Equality Impact Assessment [version 2.9]



Title: Parks and Green Spaces Strategy and Food Growing and Allotments Strategy	
<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: Jonathan James
Service Area: Parks and Green Spaces	Lead Officer role: Head of Natural and Marine Environment

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 \(EqIA\) \(sharepoint.com\)](https://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.

Bristol’s green spaces are a significant part of the city’s landscape, offering a wide variety of benefits ranging from recreation and culture, to supporting sustainable food growing and renewing wildlife habitats. They are the city’s most popular leisure resource with over half of residents enjoying a visit to a park every week.

The vision for parks and green spaces in our city is that by 2039, all our communities feel that parks are accessible, inclusive, safe, fun and rich in nature and wildlife. We want more people than ever before to visit our parks and stay for longer, and to take part in activities which make them healthier and happier.

The vision for food growing and allotments is that our city will provide a thriving network of accessible spaces for local people, communities, and social enterprises to grow healthy and sustainable food. This network will tackle food inequity, strengthen food resilience, and support community cohesion and wellbeing.

Following public consultation on the new Parks and Green Spaces and Food Growing and Allotments Strategy we are seeking the adoption of a new 15-year strategy, which will take us to 2039, with a series of ambitions and actions which support this strategy have been established in conversation with communities and stakeholders, and developed in response to relevant national, regional, and local strategies. The Strategy sets out how we how we aim to work collaboratively to reach our shared goals.

We are seeking the approval to proceed with a full bid to the WECA (West of England Combined Authority) Green Recovery Fund to enable the delivery of a £1M investment in accelerating our ambitions to manage 30% of green space for nature by 2030.

1.2 Who will the proposal have the potential to affect?

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

Additional comments:

1.3 Will the proposal have an equality impact?

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

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

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

Yes No [please select]

The Strategy is focussed on how we can improve our parks, green spaces, allotment and food growing land and work with local communities in managing and protecting our public land. For example:

- The parks strategy sets out it's ambition to see Bristol's green spaces to have thriving places for nature and play a significant role in tackling the ecological emergency. They will help to tackle the climate emergency and keeping Bristol cool.
- The Parks and Green Spaces Strategy and Food Growing and Allotments Strategy has embedded in chapter 6 the Food and Allotments Strategy which will support the city's aspirations to achieve greater food equality and will ensure that more communities – especially those from the city's disadvantaged wards – have suitable access to food growing opportunities. We will also aspire to bring more allotments in to use and support Bristol's farming social enterprises to access food growing land to support local and sustainable food supplies for Bristol.
- Within the strategy we aim to see Bristol's parks being managed in partnership with communities. Community groups across Bristol will be empowered to improve our parks, manage areas, and deliver their local vision. The power and resilience of community groups will be improved by their access to and involvement in parks and green spaces.
- The strategy adopts equality and inclusion as a strategic principle. We will seek opportunities to collaborate with a more diverse group of stakeholders to achieve our goal of making parks and green spaces more accessible and inclusive for people of all backgrounds.

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)	<p>In Bristol 15% of residents (72,300 people) live in the 10% most deprived areas in England, including 17,900 children and 7,600 older people. Bristol has 41 areas in the most deprived 10% in England, with the greatest levels of deprivation in Hartcliffe & Withywood, Filwood and Lawrence Hill.</p>
<p>Census 2021</p> <p>2011 Census Key Statistics About Equalities Communities</p>	<p>In 2021, there were just over 81,000 people living in Bristol with long-term physical or mental health conditions or illnesses whose day-to-day activities were limited.</p> <p>A further 33,000 of the population had a long-term physical or mental health condition but their day-to-day activities were not limited.</p> <p>The proportion of the population that had long-term physical or mental health conditions or illnesses which limited their day-to-day activities broken down by age includes 6.1% of all children under 16 and 38.5% of older people aged 65 and over.</p> <p>The population of Bristol is increasingly diverse with the Black, Asian and Minority Ethnic population increasing from 5.1% in 1991 to 18.9% in 2021. The largest minority ethnic groups in 2021 were Somali (1.9%), Pakistani (1.9%) and Indian (1.8%).</p> <p>Bristol has a relatively young age profile with more children aged 0-15 than people aged 65 and over. The median age of people living in Bristol is 32.4 compared to England and Wales at 40.3 years. There are 91,900 children under 18 living in Bristol.</p> <p>In 2021 14.5% of people aged 16+ indicated they had no qualifications. There are two wards in Bristol where more than a quarter of people aged 16+ have no qualifications – Hartcliffe and Withywood (30.4%) and Filwood (28.2%).</p> <p>Accommodation for 18.7% of the population was the social rented sector in 2021 (either council or housing association)</p>
<p>Quality of Life Survey 2022-23</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>

Table 1: QoL 2023 survey result - % who visit Bristol's parks and green spaces at least once a week by characteristic

Quality of Life Indicator	% who visit Bristol's parks and green spaces at least once a week
Characteristic	% Percentage
Bristol Average	56
Black/Black British	20.3
No qualifications	27.5
Rented from the council	27.9
Disabled	33.8
Full-time carer	36.9
65 years and older	39.8
Most Deprived 10%	40
50 years and older	43.6
Non degree qualifications	43.8
Black, Asian and minority ethnic	44.1
Rented from housing association	44.4
Single parent	44.9
Christian	47.5
Carer (All)	48.3
Mixed/Multiple ethnic groups	48.3
Asian/Asian British	49.6
Other religion	52.8
Part-time carer	52.8
Lesbian, Gay or Bisexual	53.1
Female	55.2
16 to 24 years	55.4
White British	56.2
Rented from private landlord	56.4
Male	56.7
White	57.1
Owner Occupier	59
No religion or faith	60.8
White Minority Ethnic	62.9
Degree qualifications	64.1
Parents (All)	67.4
Two parent	70.6

Table 2: QoL 2023 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	56.0

Hartcliffe & Withywood	29.6
Hengrove & Whitchurch Park	35.0
Stockwood	40.2
Filwood	41.4
Hillfields	44.6
Bishopsworth	47.4
St George Troopers Hill	48.0
St George Central	48.1
Lockleaze	48.5
Eastville	49.8
Henbury & Brentry	50.4
Lawrence Hill	51.3
Frome Vale	51.3
Central	53.3
Avonmouth & Lawrence Weston	54.0
Southmead	54.0
Southville	54.0
Horfield	54.9
Brislington West	54.9
Brislington East	55.4
Bedminster	55.5
Ashley	59.3
Westbury-on-Trym & Henleaze	62.6
Easton	64.9
Clifton Down	65.9
Stoke Bishop	67.1
Cotham	67.5
Redland	68.2
Bishopston & Ashley Down	69.4
Hotwells & Harbourside	69.9
Knowle	71.6
Clifton	73.3
St George West	74.9
Windmill Hill	80.6

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

Table 3: QoL 2023 survey result - % 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	73.1
Most Deprived 10%	45.6
Full-time carer	58.8
Single parent	58.8
Rented from the council	58.9

Disabled	59.6
No qualifications	63.4
Rented from housing association	64.8
Non degree qualifications	65.1
White Minority Ethnic	66
Other religion	67.5
Carer (All)	68.5
16 to 24 years	68.6
Lesbian, Gay or Bisexual	68.6
Asian/Asian British	69.4
Mixed/Multiple ethnic groups	69.5
Black, Asian and minority ethnic	70.2
Rented from private landlord	71
Black/Black British	71.8
Male	71.9
Christian	72
50 years and older	72.2
Part-time carer	72.4
White	73.6
65 years and older	73.9
Female	74.2
White British	74.7
No religion or faith	75.3
Owner Occupier	75.7
Parents (All)	76.7
Degree qualifications	77.3
Two parent	79.2

Table 4: QoL 2023 survey result - % 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	73.1
Hartcliffe & Withywood	24.6
Filwood	41.2
Lawrence Hill	41.4
Hengrove & Whitchurch Park	51.0
Stockwood	62.6
Central	62.8
Bishopsworth	63.8
Avonmouth & Lawrence Weston	66.7
Southmead	67.7
Ashley	70.5
Lockleaze	71.6
Horfield	73.5

Brislington West	73.6
Henbury & Brentry	73.8
Hillfields	75.2
Bedminster	75.3
Southville	76.0
St George Central	76.7
Brislington East	76.9
Easton	79.5
Frome Vale	81.2
Cotham	83.2
Hotwells & Harbourside	83.7
Redland	84.3
Eastville	86.0
Stoke Bishop	87.6
St George Troopers Hill	88.4
Westbury-on-Trym & Henleaze	89.9
Knowle	90.2
St George West	91.0
Windmill Hill	91.2
Bishopston & Ashley Down	91.6
Clifton	93.2
Clifton Down	93.8

Workforce statistics 2023.

Diversity theme	Parks Service headcount %	Bristol working age population headcount %
Working age population		
16-29	11.6	39
30-39	21.6	24
40-49	25.4	16
50-64	41.4	21
Disability		
Disabled	4.9	8.7
Not Disabled	67.5	65.4
Ethnicity		
Asian/Asian British	1.6	5.8
Black/Black British	1.6	5.3
Mixed/Multiple ethnic groups	1.2	2.9
White	85.6	85
Gender		
Female	22.6	49
Male	76.1	51
Religion/Belief		
Christian	24.3	43.5
Other religion or belief	4.5	7.3
No religion or belief	44	41.5
Sexual orientation		
LGB	3.7	6.1
Heterosexual	64.6	70.2

	Not stated / unknown	31.7	23.7
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Additional comments:

There is evidence that citizens experience park and green spaces differently and benefit from them to a greater or lesser degree depending on what ward they live in. This is the same when considering communities with a protected characteristic – with deprivation, ethnicity, Disability and education important factors.

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.

Following public consultation on the new Parks and Allotments Strategy we are seeking the adoption of a new 15-year strategy, which will take us to 2039, with a series of ambitions and actions which support this strategy have been established in a conversation with communities and stakeholders, and developed in response to relevant national, regional and local strategies. The consultation response has been on the whole positive with support for the strategy and what it plans to deliver, the results and details of the consultation have been included in the Cabinet report for the Parks and Allotment Strategy. The Consultation was made accessible in various formats including, online, receiving written responses from organisations.

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 Parks and Green Spaces Strategy and Food Growing and Allotments Strategy sets out the strategic direction for the Service. Implementation and delivery of actions will sometimes require further consultation and engagement to ensure that adverse impacts on people with protected characteristics are avoided and positive impacts delivered.

Below are examples of actions set out in the Strategy where targeted engagement is specifically set out:

- Building on the success of the Community Resilience Fund, we will work across the council to develop a more participatory approach to distributing CIL funding to community-led parks development.
- Invest in smaller sites – particularly in areas where there are greater levels of disadvantage and cultural diversity to ensure they more closely meet the needs of our diverse communities and respond to what is locally defined as a good quality park.
- Work with communities and stakeholders to design an online information hub where residents can access information about parks services, including our nature and climate actions.
- Develop a more inclusive consultation approach for when we develop and invest in play provision. Our processes will bear in mind the added barriers experienced by Disabled children, girls and other minoritised groups.
- Children and young people, particularly girls and those from marginalised groups, can influence the management of their parks and outdoor play spaces.
- Work collaboratively with the council's Neighbourhoods and Communities service to engage and empower communities to have an influence in the way parks develop. We will focus on communities who currently face barriers to being involved in council decision making.
- Design and trial our new approach to assessing the quality of our parks in partnership with community groups and park users.
- Work with organisations and communities who represent disabled people to deliver and trial 'inclusive recreation spaces', a recommendation made in the 'More Than a Checkbox' report.
- Conduct research to understand who uses our parks, how they use them and the barriers to use. We will develop a targeted response plan.
- Undertake a staff skills audit to identify skills gaps, opportunities for development and ways to diversify the workforce.
- Continue to work with the council's Employment, Learning and Skills service to offer parks roles to underrepresented groups in the city.
- Work with Bristol's Disability groups to develop an exemplar accessible allotment plot and deliver across several sites by 2026.
- Carry out an audit into who uses existing BCC allotment space and engage with stakeholders to understand the barriers that underrepresented groups face to accessing food growing.

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)	
<p>There is the potential for an adverse impact if the policy approach and actions are implemented without further analysis for the potential for adverse impact. However the Parks Strategy sets out the need to be equitable and inclusive as a strategic principle to be adopted throughout. As part of this work, we will look at ways of providing the strategy in different formats such as easy read format, different languages etc. so that we can secure a wide reach for the community to access.</p> <p>Any actions that are taken subsequent to the strategy will be subject to their own decision-making process and EqIA.</p>	
PROTECTED CHARACTERISTICS	
Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Disability	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
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 type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
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 type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
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 type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Carers	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" 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

The Strategy sets out the strategic direction for the Service. Implementation and delivery of actions will often require further consultation and engagement to ensure that benefits are delivered for people based on their protection or other relevant characteristic.

Below are examples of actions set out in the Strategy where benefits are specifically set out:

- Develop a more inclusive consultation approach for when we develop and invest in play provision. Our processes will bear in mind the added barriers experienced by disabled children, girls and other minoritised groups.
- Every child across the city has access to a quality green space within a 10-minute walk from their home.
- Work with organisations and communities who represent disabled people to deliver and trial 'inclusive recreation spaces', a recommendation made in the 'More Than a Checkbox' report.
- Work with Bristol's disability groups to develop an exemplar accessible allotment plot and deliver across several sites by 2026.

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:

The Strategy aims to direct a positive shift in the way in which we manage parks and green spaces and the provision of food growing across the city, so no significant negative impacts have been identified.

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

- The Strategy will provide opportunities for communities, park users, local stakeholders and volunteers to engage in managing and developing the city's parks and green spaces. By working with and empowering others, improvements and change will respond better to local needs, be better designed, raise quality and be delivered faster. Developing opportunities for a more diverse range of decision-makers will be key to our service delivery.
- The Strategy commits to a Managing for Nature Plan that will largely deliver our ambition for at least 30% of the Council's land to be managed for nature. We will establish 50 hectares of new trees and woodland within 10 years and the Strategy will ensure that change is delivered in the right space and protects important existing recreational functions.

- The city will provide a thriving network of accessible spaces for local people, communities and social enterprises to grow healthy and sustainable food. This network will tackle food inequity, strengthen food resilience and support community cohesion and wellbeing.
- The Strategy adopts equality and inclusion as a strategic principle. We will seek opportunities to collaborate with a more diverse group of stakeholders to achieve our goal of making parks and green spaces more accessible and inclusive for people of all backgrounds.
- We will develop a workforce that is more representative of the communities we serve through our succession planning and invest in volunteering opportunities throughout the city and across our work areas.
- Securing of the Green Recovery Fund to enable the delivery of a £1M investment will support and accelerate the ambition to manage 30% of green space for nature by 2030.

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
The strategy contains 7 key themes and within chapter 7 of the strategy, we have Identified a set of key actions which will deliver the overall vision and commitments for each priority theme.	Parks Service	short-term (1-5 years), medium-term (6-10 years) and longer-term (11 -15 years)

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.

In chapter 7 of the strategy, we have Identified a set of key actions which will deliver the overall vision and commitments within each priority theme, including our wider commitment to financial sustainability and investment. We have categorised focussed actions on the short-term (1-5 years), medium-term (6-10 years) and longer-term (11 -15 years) and outlined what success 'by 2039' looks like to link actions to wider city goals and service objectives. This will allow us to prepare a delivery programme of actions and monitor the delivery of each action.

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:
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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.

P. Keller

Date: 14/2/2024

Date: 14.02.2024