

Equality Impact Assessment / Equality Analysis

(Updated December 2022)

Title of service or policy	Somer Valley Rediscovered Greenspaces Project – Staddlestones Park consultation
Name of directorate and service	Green Transformation Service
Name and role of officers completing the EIA	Jess Taylor, Project Manager
Date of assessment	30.05.23

Equality Impact Assessment (or ‘Equality Analysis’) is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on different groups within the community. The main aim is to identify any discriminatory or negative consequences for a particular group or sector of the community, and also to identify areas where equality can be better promoted. Equality impact Assessments (EIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EIA) or Equality Analysis. **Not all sections will be relevant – so leave blank any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council’s website.

1.1 Identify the aims of the policy or service and how it is implemented

Key questions	Answers / notes
<p>1.1 Briefly describe purpose of the service/policy e.g.</p> <ul style="list-style-type: none"> ● How the service/policy is delivered and by whom ● If responsibility for its implementation is shared with other departments or organisations ● Intended outcomes 	<p>Somer Valley Rediscovered is a Greenspace Project located in Radstock, Midsomer Norton and Westfield and aims to improve biodiversity on 5 key sites, Staddlestones Park being one of those sites.</p> <p>It also aims to improve the physical accessibility of these sites for visitors and to increase the amount of community engagement.</p> <p>The project has funding from West of England Combined Authority (WECA) and match funding from Community Infrastructure Levy (CIL) S106, and project partners.</p> <p>Implementation is the responsibility of Somer Valley Rediscovered (SVR) / B&NES Council + Town & Parish Councils who own the sites. Staddlestones Park is a B&NES owned site.</p> <p>The purpose of this consultation is for Somer Valley Rediscovered to engage early with local residents and users of the park to encourage good conversations and build strong relationships, to plan the improvements to the park in order to increase biodiversity and create a welcoming space for residents to use for physical and mental wellbeing.</p>

	<p>Outcomes of the park improvements:</p> <ul style="list-style-type: none"> ● help reconnect people to their local greenspace ● improve the health and wellbeing of the community ● improve biodiversity ● build our climate change resistance
<p>1.2 Provide brief details of the scope of the policy or service being reviewed, for example:</p> <ul style="list-style-type: none"> ● Is it a new service/policy or review of an existing one? ● Is it a national requirement?). ● How much room for review is there? 	<ul style="list-style-type: none"> ● This is a new project ● Not a national requirement ● There is scope for review of the draft site masterplans and proposed improvements to the park. Ideas can be removed, added or changed
<p>1.3 Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>The project and this consultation links perfectly with Bath & North East Somerset Councils framework;</p> <p>Improve people’s lives</p> <p>Addressing the Climate & Ecological Emergency Giving people a bigger say</p> <p>Prepare for the future Deliver for local residents Focus on prevention</p> <p>The Project aligns well with strategies at a national scale and B&NES level including;</p> <ul style="list-style-type: none"> ● 25 year Environment Plan ● WECA Joint Green Infrastructure Strategy (JGIS) ● West of England Nature Recovery Network (NRN) ● B&NES Green Infrastructure Strategy

	<ul style="list-style-type: none"> • B&NES Health & Wellbeing Strategy <p>No conflicts</p>
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2. Consideration of available data, research and information

Key questions	Data, research and information that you can refer to
2.1 What equalities training have staff received to enable them to understand the needs of our diverse community?	All four members of the Somer Valley Rediscovered team have received Equalities Training from the B&NES Corporate Equality Officer 2023
2.2 What is the equalities profile of service users?	<p>The Somer Valley is an area of high health need, in sharp contrast to other areas of B&NES. There are higher levels of childhood obesity, people living in poverty, higher levels of physical inactivity, and poor adult mental health (higher than national and local figures). Other non-communicable diseases such as hypertension, diabetes, asthma, and coronary heart disease are also higher in this area of B&NES. (Public Health Team, B&NES)</p> <p>Strategic Evidence Base</p>
2.3 Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	As the project has only just moved into the delivery phase there are currently no Customer Satisfaction Surveys available but they will form part of the monitoring and evaluation of the project.

<p>2.4 What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?</p>	<p>A B&NES Voicebox survey carried out in 2017 revealed that residents of the Somer Valley value the natural environment less than other areas of B&NES. This suggests a level of disconnect from nature.</p>
<p>2.5 If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equalities considerations within this?</p>	<p>A consultation event will take place on Saturday 10th June in Staddlestones Park. Residents will be able to take part in free nature-based activities provided by Somer Valley Rediscovered and discuss improvements to the park with the Project Managers and Landscape Architect. There will be some display boards showing some suggestions for improvements and there will be chance to complete an online survey. This will also be available the weekend prior at community events in Midsomer Norton and Radstock on the 3rd & 4th June.</p> <p>All three nature-based activities are inclusive sessions, delivered by Sing-a-ling and EcoWild, who have experience of working with children and adults with additional needs. The sessions include one for families with toddlers, one for adults and older residents and one for families with children of all ages.</p> <p>The changes to the park are intended to improve access to greenspace. Pre-visit information will be available on our website which will be launched in June to help people plan their visit. The website will meet WCAG 2.1 AA accessibility standards.</p>

3. Assessment of impact: ‘Equality analysis’

<p>Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:</p> <ul style="list-style-type: none"> • Meets any particular needs of equalities groups or could help promote equality in some way. • Could have a negative or adverse impact for any of the equalities groups 		
	<p>Examples of what the service has done to promote equality</p>	<p>Examples of actual or potential negative or adverse impact and what</p>

		steps have been or could be taken to address this
3.1 Issues relating to all groups and protected characteristics	The consultation event will be open to everyone and having a survey available will also allow us to reach those who are unable to attend. A variety of communication methods have been provided, including a telephone number and email address and in-person options.	Groups (especially those with protected characteristics) may feel isolated, excluded, or overwhelmed by the process. We have provided a variety of methods to allow individuals to engage and have provided contact details should anyone want to contact us for more information or support.
3.2 Sex – identify the impact/potential impact of the policy on women and men.	An initial Green Social Prescribing (GSP) project run by Natural England in the Somer Valley identified lack of opportunities for men with poor mental health to access GSP activities which did exist. Part of the improvements to the park include delivering regular GSP opportunities and working with GPs and healthcare professionals to signpost patients to green activities.	Girls and young women can feel excluded from parks due to sports-oriented facilities or safety concerns. Ensure we get feedback from girls and women during the consultation process to ensure the Masterplan created provides gender neutral facilities and a safe welcoming space ensuring Staddlestones provides equality for both sexes Resource Make Spaces for Girls
3.3 Pregnancy and maternity	One of the free sessions at the consultation event includes a toddler music workshop. Parents can bring multiple children free of charge. It is suitable for a range of ages but aimed at pre-schoolers	This group may feel unable to visit due to the lack of facilities. A toilet will be provided on the day of the event. Long term - improvements to the park entrances and pathways will benefit this group, as well as additional seating and benches

	<p>There is already a play area within the park. It is mostly flat grassland with pram/buggy/pushchair access</p> <p>A toilet will be provided and some seating. A pagoda will be erected for shade</p>	
<p>3.4 Gender reassignment – identify the impact/potential impact of the policy on transgender people</p>	<p>The toilet provided for the event will be gender neutral</p>	<p>No potential impacts identified</p>
<p>3.5 Disability – identify the impact/potential impact of the policy on disabled people (ensure consideration both physical, sensory and mental impairments and mental health)</p>	<p>All three sessions are being led by experienced leaders who often work with children and adults with additional needs.</p> <p>Numbers are limited for each session and the activities are quiet gentle sessions (even the toddler workshop which is acoustic) that encourage connection to nature.</p> <p>A Mental Health First Aider will be onsite for the duration of the event.</p>	<p>Due to lack of information someone with a disability may be unsure as to whether the park is suitable for them to visit and therefore attend the consultation event</p> <p>Part of the planned improvements to the park include improving accessibility at the entrances and pathways. There are currently large kissing gates designed to be wheelchair friendly but need improvements to accommodate motorised disability scooters</p> <p>Work with Project Partner 3SG (third sector group) to help reach this group. 3SG is a membership network of over 200 charities, social enterprises and community groups in Bath and North East Somerset (BaNES).</p>

<p>3.6 Age – identify the impact/potential impact of the policy on different age groups</p>	<p>Three different sessions are being provided during the consultation event including a toddler session, an adult session and a family session to provide something to attract all age ranges.</p> <p>The event has been advertised using a variety of communication methods including posters and social media.</p> <p>You can book a place on activities and provide feedback on park improvements online, via email or telephone.</p>	<p>There is a large portion of residents aged 45 – 59. They may feel the park is not a greenspace suitable for them so by providing a yoga and meditation class aimed at this age group during consultation event we hope to engage with them about the park improvements</p>
<p>3.7 Race – identify the impact/potential impact on across different ethnic groups</p>	<p>No potential impacts identified</p>	<p>May feel isolated, excluded, or overwhelmed by the process. We have provided a variety of methods to allow individuals to engage and have provided contact details should anyone want to contact us for more information or support.</p>
<p>3.8 Sexual orientation – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people</p>	<p>No potential impacts identified</p>	<p>No potential impacts identified</p>
<p>3.9 Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?</p>	<p>No potential impacts identified</p>	<p>No potential impacts identified</p>
<p>3.10 Religion/belief – identify the impact/potential impact of the policy on people of different religious/faith groups and also upon those with no religion.</p>	<p>No potential impacts identified</p>	<p>No potential impacts identified</p>

<p>3.11 Socio-economically disadvantaged* – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances (this is not a legal requirement, but is a local priority).</p>	<p>Staddlestones Park access and facilities are available to everyone free of charge. The three activity sessions taking place during the consultation event are all provided free of charge.</p>	<p>The project aims and park improvement aims are to make access to nature much more widely available across all groups and through the GSP focus which is likely to particularly benefit those who are socio-economically disadvantaged</p>
<p>3.12 Rural communities* identify the impact / potential impact on people living in rural communities</p>	<p>Staddlestones Park is located in an Urban area on the outskirts of Midsomer Norton but provides local residents access to greenspace as well as nearby rural communities</p>	<p>No potential impacts identified</p>
<p>3.13 Armed Forces Community ** serving members; reservists; veterans and their families, including the bereaved. Public services are required by law to pay due regard to the Armed Forces Community when developing policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove disadvantage and consider special provision).</p>	<p>No potential impacts identified</p>	<p>No potential impacts identified</p>

*There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

** The Equality Act does not cover armed forces community. However, the Armed Forces Bill (which came in on 22 Nov 2022) introduces a requirement to pay 'due regard' to make sure the Armed Forces Community are not disadvantaged when accessing public services.

4. Bath and North East Somerset Council & NHS B&NES Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment/analysis. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
Unable to attend the consultation event but want to engage	Online survey	Set up with B&NES IT	Jess Taylor	02.06.23
	Provision of a variety of communication methods available – telephone, email, in-person	Create a monitoring log to record feedback to be included on the final report	Jess Taylor	01.06.23
Unable to use a computer, unable to access a computer	Provide an alternative to the online survey and contact details for more information and support	Complete	Jess Taylor	30.05.23
Difficulty interpreting the information	The webpage and published materials will be produced in accordance with the accessibility standards	Online survey published	Jess Taylor & Tim White	02.06.23

Reaching seldom heard groups	Engage with 3SG – project partners who will help us to publicise the consultation event	Complete	Jess Taylor	16.05.23
Feeling overwhelmed	Present information that is clear, concise, and easy to follow.	Complete	Jess Taylor	30.05.23
	Provide contact details for more information and support Allow two weeks post consultation event for feedback	Collate all feedback	Jess Taylor	24.06.23
Issues raised during consultation	SVR Team to review feedback and identify equalities issues and actions required as necessary	Create a full report of all feedback and identify changes and additions to the masterplan	Jess Taylor	29.06.23
		Redesign the site masterplan incorporating feedback	Jess Taylor	13.07.23
		Publish final masterplan with log of feedback	Jess Taylor	July 23

5. Sign off and publishing

Once you have completed this form, it needs to be ‘approved’ by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equalities Team (equality@bathnes.gov.uk), who will publish it on the Council’s and/or NHS B&NES’ website. Keep a copy for your own records.

Signed off by: Jackie Clayton Head of Green Transformation

Date: 01.06.23