

Equality Impact Assessment / Equality Analysis

(updated Dec 2022)

Title of service or policy	Manor Road Woodland Improvement Project
Name of directorate and service	Parks and Green Spaces Department, Neighbourhood Environmental Services
Name and role of officers completing the EIA	Correne Murray, Keynsham Parks Project Manager
Date of assessment	September 2023

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. Identify the aims of the policy or service and how it is implemented.		
	Key questions	Answers / Notes
1.1	Briefly describe purpose of the service/policy e.g. <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>The purpose of the project is to physically improve Manor Road Community Woodland using section 106 capital funding. This will involve a series of improvement works throughout the woodland. The intended outcomes include creation of a safer and more accessible woodland.</p> <p>The improvement works will be delivered by the Parks and Green Spaces Department and other BANES departments as deemed necessary. External consultants and contractors will also be used. The overall responsibility for implementation will lie with the Parks and Trees Department.</p>
1.2	Provide brief details of the scope of the policy or service being reviewed, for example:	Improvement works of this scale will be a new project in the woodland. It has been made possible through provision of Section 106 funding associated with new development in the local area. S106 is a legal requirement between local authorities and developers to offset the

	<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? 	potential impact of a development, when the impacts cannot be mitigated by means of conditions attached to a planning decision.
1.3	Do the aims of this policy link to or conflict with any other policies of the Council?	This service will support the Council's Corporate Strategy 2020-2024 and Green Space Strategy 2015-2029.
2. Consideration of available data, research and information		
<p>Monitoring data and other information should be used to help you analyse whether you are delivering a fair and equal service. Please consider the availability of the following as potential sources:</p> <ul style="list-style-type: none"> ● Demographic data and other statistics, including census findings ● Recent research findings (local and national) ● Results from consultation or engagement you have undertaken ● Service user monitoring data (including ethnicity, sex, disability, religion/belief, sexual orientation and age) ● Information from relevant groups or agencies, for example trade unions and voluntary/community organisations ● Analysis of records of enquiries about your service, or complaints or compliments about them ● Recommendations of external inspections or audit reports 		
	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?	The project PM has received equality & diversity e-learning training as part of their induction with the Council and has also received Equality and Inclusion in person training on 6 th June 2023. If considered appropriate, the wider team will be booked onto the training at the appropriate project stage.
2.2	What is the equalities profile of service users?	Manor Road Community Woodland is located in Keynsham. Key equalities data for Keynsham and the wider BANES district can be found in the Strategic Evidence Base found here: https://beta.bathnes.gov.uk/sites/default/files/jsna/SEB%20Infographics%20Jun%202022_0.pdf
2.4	Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	N/A
2.5	What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	<p>Public consultation ran from Monday 15th May to Friday 14th July 2023 consisting of an online questionnaire and drop-in session event at the woodland on Sunday 21st May 2023 (12-2pm).</p> <p>The consultation was promoted in the following ways:</p> <ul style="list-style-type: none"> • Printed posters at the main pedestrian entrance gates and four interpretation boards located within the woodland, • B&NES Parks and Events Twitter account (and other corporate social media sites as appropriate), • B&NES Newsroom, • B&NES Parks projects webpage, • Using the publicity media of neighbouring town and parish councils, • At local libraries and/or community centres, • Keynsham Children’s Centre services/health visitor groups/childminding groups for consultation with children and parents, and • Local rambling/walking groups. <p>The main priorities identified from the consultation results are summarised as follows:</p> <ul style="list-style-type: none"> • The quality and maintenance of pathways, • Gateway improvements through repairs and better maintenance,

		<ul style="list-style-type: none"> • New seating in the wildflower meadow area, • Signage for wayfinding, wildlife information and courteous behaviour, • Preserving the natural character of the woodland and introducing measures to encourage greater biodiversity, • Natural play/play on the way facilities, • Nature trails and practical volunteering opportunities, and • Pond and wildflower meadow maintenance. <p>Engagement with key stakeholder groups will continue through 2023.</p>	
2.6	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>The Council is committed to carrying out consultation which fully takes account of equalities considerations.</p> <p>The consultation was developed to the Council's accessible format standards, and the option of offline copies on request was available.</p> <p>The Parks and Green Spaces Department procured the services of The West of England Centre for Inclusive Living (WECIL) to complete an accessibility audit in June and July 2023 to identify how the woodland can be improved for people with mobility and sensory impairments.</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 		
		Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
3.1	Issues relating to all	Designs for the access improvements will	N/A

	groups and protected characteristics	consider groups with special needs, whilst enhancing the woodland as a leisure and recreation amenity for all. Works could span from updating pathways and improving access gates to creating natural play areas and constructing new ponds.	
3.2	Sex – identify the impact/potential impact of the policy on women and men.	Pathway and access improvements and new natural play areas are likely to encourage younger families to the woodland. This is particularly important, therefore, for women, as they are more likely to be chaperoning children.	Women are less likely to feel safe in isolated environments. Careful selection of the natural play area will be undertaken during the design period.
3.3	Pregnancy and maternity	Pathway and access improvements and new natural play areas are likely to encourage younger families to the woodland. This is particularly important, therefore, for women, as they are more likely to be chaperoning children. The provision of additional or improved seating may be implemented as part of the project, which would be particularly useful for pregnant women or feeding mothers.	Women are less likely to feel safe in isolated environments. Careful selection of the natural play area and locations for new seating will be undertaken during the design period.
3.4	Gender reassignment – identify the impact/potential impact of the policy on transgender people	This improved space will be accessible for all people regardless of their chosen gender identity. Data informs us that the Transgender community are at greater risk of mental ill health and suicide. There are several health	N/A

		benefits associated with spending time outdoors, so improved access to the woodland could particularly benefit this group.	
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>Pathway, access and seating improvements are particularly important for those with mobility and sensory impairments.</p> <p>New natural play areas may benefit children with neurodiversity conditions such as ADHD.</p> <p>Improvement works could result in increased use of the woodland, which is likely to result in a greater number of people experiencing mental health benefits.</p> <p>Please note, the consultation was developed to the Council’s accessible format standards. The option of offline copies on request was available.</p> <p>As stated in Section 2.6, WECIL completed an accessibility audit to identify how current facilities at the woodland could be improved for people with mobility and sensory impairments.</p>	<p>There is a slight risk that those who are disabled may have different requirements that are not met through the project. However, the project aims to increase general accessibility to the woodland which will be a significant improvement on the current situation.</p> <p>Careful selection of the natural play area and locations for new seating will be undertaken during the design period. Furthermore, signs to encourage considerate use of the woodland for all users could be put up at key locations.</p> <p>Several recommendations were made by WECIL to improve the current accessibility of the site for disabled users. The Parks and Green Spaces Department will take this advice, which spans the topics of parking and entrances, signage and wayfinding, paths and gateways and the current woodland website, into consideration moving forward with the project.</p>
3.6	Age – identify the impact/potential impact of the policy on different age groups	<p>Pathway, access and seating improvements are particularly important for the elderly.</p> <p>Pathway and access improvements and new natural play areas are particularly important for children.</p>	<p>There is a slight risk that elderly people and children may have different requirements that are not met through the project. However, the project aims to increase general accessibility to the woodland which will be a significant improvement on the current situation.</p>

			Careful selection of the natural play area and locations for new seating will be undertaken during the design period. Furthermore, signs to encourage considerate use of the woodland for all users could be put up at key locations.
		Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
3.7	Race – identify the impact/potential impact on across different ethnic groups	The woodland will be accessible to all and there are no known risks on the grounds of ethnicity.	N/A
3.8	Sexual orientation – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual people	The woodland will be accessible to all and there are no known risks on the grounds of sexual orientation.	N/A
3.9	Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?	The woodland will be accessible to all and there are no known risks on the grounds of marriage and civil partnership.	N/A
3.10	Religion/belief – identify the impact/potential impact of the policy on people of different	The woodland will be accessible to all and there are no known risks on the grounds of religion/belief.	N/A

	religious/faith groups and also upon those with no religion.		
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).	Improvement works could result in a benefit for socio-economically disadvantaged people as they are more likely to use recreation and leisure resources which are free to use. It is the intention that activities and events such as guided walks and practical volunteering sessions are delivered as part of the project, which would offer free learning opportunities.	N/A
3.12	Rural communities* identify the impact / potential impact on people living in rural communities	N/A	N/A
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	Members of the Armed Forces and their families may experience social isolation and therefore the woodland may provide an opportunity to meet and engage with people from the wider community.	N/A

when developing policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove disadvantage and consider special provision).		
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*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
Women (including pregnant women and feeding mothers) feeling low levels of safety.	Careful selection of the natural play area and locations for new seating will be undertaken	Spring 2024.	Project Manager.	Spring 2024.

	during the design period.			
Conflict between children and the elderly and/or those who are physically disabled.	Careful selection of the natural play area, locations for new seating and signage to encourage considerate use will be undertaken during the design period.	Spring 2024.	Project Manager.	Spring 2024.

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: Chris Major (Director of Place Management)

Date: 26/09/2023