Summary of draft Equality Impact Assessments



### **Equality at Stevenage Borough Council**

Stevenage Borough Council as a service provider, employer and community leader is committed to achieving equal opportunities for everyone. We want to deliver services that are fair, accessible and open to everyone who needs them.

Equality Impact Assessments (EqIAs) are an important part of the process in ensuring that our intention is translated into action. They help to ensure that decisions are made in a fair, transparent and accountable way, considering the needs and the rights of different people in the community.

Based on the protected characteristics under the Equality Act 2010, the EqIA considers the impact on the following groups when making decisions, updating policies and starting new projects:

- Age
- Disability
- Gender reassignment
- Marital status
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation.

Although non-statutory, the Council has chosen to adopt the Socio-Economic Duty and so decision-makers should use their discretion in considering the impact on people in terms of their social or economic background.

EqlAs also help the council to demonstrate compliance with the requirements of the Public Sector Equality Duty (Section 149 of the Equality Act 2010). The Duty states that a public authority must, in the exercise of its functions, have due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is unlawful under this Act
- advance equality of opportunity between people who share a protected characteristic and those who do not
- foster good relations between people who share a protected characteristic and those who do not.

Summary of draft Equality Impact Assessments



### Savings Proposals 2015/16

Prior to their consideration at Executive in November 2014, the savings proposals have been reviewed to determine any potential impact on Stevenage residents in terms of their protected characteristics under the Equality Act 2010. The majority of these have no public impact and so have not been subject to any further EqIA.

Where a negative, positive or disproportionate impact is likely, Heads of Service and other appropriate managers have drafted Brief or Full EqIAs. These have been summarised over the following pages and will inform the recommendations made to Council in January 2015. Action to mitigate or further analyse the impact on equality groups is identified where appropriate.

The following activity has also taken place:

August – October 2014 – Seeking residents' priorities for fees and charges, Council Tax and service provision

November – December 2014 – Consultation on individual proposals as appropriate

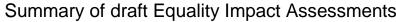
November 2014 – January 2015 – EqlAs finalised considering further evidence and consultation results

January 2015 – Consideration of all completed HRA EqlAs at

### **Savings Proposals 2016/17 and 2017/18**

Savings proposals for subsequent years as part of the three-year priority based approach have also been reviewed to determine any potential impact on local people. These savings will be agreed in principle in the first instance, and will be subject to further assessment and agreement as part of future annual Budget-setting processes.

Council





Saving Ref	Saving proposed	Summary of impact	Action	Contact Officer
S18	Joint use of Daneshill House reception with North Herts College's 'In Town Training' outlet	Positive Socio-economic The "In Town" initiative includes reaching out to unemployed people in Stevenage who come from families that have multigenerational unemployment and benefit dependency.		Keith Brown
S22	Reduce the current Parks Maintenance staff by 1 team member from 4 to 3	No impact identified		Lee Myers
PBB1 S62	Rolling reduction in Community Grant Funding totalling 35.5% over four years (this is the second year)	Negative Various equality groups A reduction in funding to local groups and community centres could impact on people from all equality groups. This would be determined using service user data and an assessment of what existing schemes would be impacted. Please refer to full document for details.	Consider options and agree the policy for allocating funding to community associations in 2016/17  Develop Brief EqIAs for each community centre as part of their funding allocation agreement  Community Development Officers to support community association management boards in developing outcome focussed business plans  (March 2015)	Richard Protheroe
S103	Pay and Display parking near Lister and Coreys Mill Lane	Positive Disability Blue Badge holders will be entitled to park for free in P&D bays and are also permitted to park on double yellow lines.		Paul Pinkney





Saving Ref	Saving proposed	Summary of impact	Action	Contact Officer
		Negative Socio-economic Charging for parking can be considered detrimental to people in financial difficulty but these would remain affordable in relation to the charges within the Lister Hospital and the overall cost of motoring. There are strong bus links to the hospital which may prove to be more cost-effective for people on lower incomes.		
PBB1 S159	Remove the Community Parks Officer post (fixed term to 2015) which is part funded via Heritage Lottery Fund	Negative Age Fewer community events and activities aimed at children and young people. No educational visit opportunities – schools, cubs, etc. Less support for older people's groups wanting to hold events in the Gardens.	Invite suitable volunteers to be trained to lead other volunteers in delivering maintenance activities agreed with Council Officers – this is dependent on support that has been agreed by the Council's insurers. (July 2015)	Lee Myers
		Disability Less support for adult learners at NHC. No future work experience opportunities.  Race Fewer community events and activities. No		
		educational visit opportunities. Less support for community groups wishing to hold events in the Gardens.  Sex Fewer community events and activities. Less		



Saving Ref	Saving proposed	Summary of impact	Action	Contact Officer
		support for community groups wishing to hold events in the Gardens.		
		Socio-economic Fewer opportunities for free community events in the park. Less support for charity events in the Gardens. Fewer opportunities for volunteering within the Gardens. No educational visit opportunities – schools, cubs, etc.		
		Other There will be no regular presence in the Gardens, and additional litter clearance works to the pond etc. will no longer be possible.		

Summary of draft Equality Impact Assessments



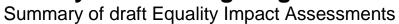
# Brief Equality Impact Assessment For a minor operational change / review / simple analysis

What is being assessed?  Who may be affected by it?  Date of full EqIA on service area (planned or completed)	S18: Joint use of Daneshill House reception with North Herts College "In Town" training outlet Staff and visitors to Daneshill House n/a	What are the key aims of it?	The Daneshill H public reception business visitors would include e	ve a rental in louse reception and is used sonly. The and the properties on cover arra	on is not a by staff and rrangement he current ngements would
Form completed by:	Keith Brown	Start date	28/10/14	End date	12/01/15
Tomi completed by:	TOTAL BIOWII	Review dat	е		

What data / information are you using to inform your assessment?	Reference to the current use of reception.	Have any information gaps been identified along the way? If so, please specify	No
--	--	--	----

Explain the potential positive, negative or unequal impact on the following characteristics and how likely this is:						
Age	Neutral	Race	Neutral			
Disability	Neutral	Religion or belief	Neutral			
Gender reassignment	Neutral	Sex	Neutral			
Marriage or civil partnership	Neutral	Sexual orientation	Neutral			
Pregnancy & maternity	Neutral	Socio-economic <sup>1</sup>	Positive			

<sup>&</sup>lt;sup>1</sup>Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.





Other	Neutral	

Where there is a likely <b>positive impact</b> , please explain how it will help to <b>fulfil our legislative duties</b> to:						
Remove discrimination & harassment	n/a	Promote equal opportunities	n/a	Encourage good relations	The "In Town" initiative includes reaching out to unemployed people in Stevenage who come from families that have multigenerational unemployment and benefit dependency	

### What further work / activity is needed as a result of this assessment?

Action	Responsible officer	How will this be delivered and monitored?	Deadline

**Approved by Strategic Director: Peter Bandy** 

Date: 12/01/15

Summary of draft Equality Impact Assessments



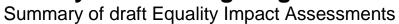
# Brief Equality Impact Assessment For a minor operational change / review / simple analysis

What is being assessed?	S22: Reduce Parks Maintenance by 1 team member	What are the key	Reduce the Parks promotions & maintenance team (currently 4 staff) by 1		
Who may be affected by it?	Staff & public	aims of it?	team member (2	25% reductio	n).
Date of full EqIA on service area (planned or completed)	30/10/2014		(		,
Form completed by	Doul Sooby	Start date	30/10/14	End date	30/10/14
Form completed by:	Paul Seaby	Review dat	е		

What data / information are you using to inform your assessment?	Knowledge of the structure, systems, strategy & processes	Have any information gaps been identified along the way? If so, please specify	None
--	---	--	------

Explain the potential positive, negative or unequal impact on the following characteristics and how likely this is:						
Age	None	Race	None			
Disability	None	Religion or belief	None			
Gender reassignment	None	Sex	None			
Marriage or civil partnership	None	Sexual orientation	None			
Pregnancy & maternity	None	Socio-economic <sup>2</sup>	None			
Other	None					

<sup>&</sup>lt;sup>2</sup>Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.





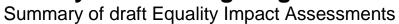
Where there is a likely positive impact, please explain how it will help to fulfil our legislative duties to:							
Remove discrimination	Remove discrimination N/A Promote equal N/A Encourage good N/A						
& harassment opportunities relations							

### What further work / activity is needed as a result of this assessment?

Action	Responsible officer	How will this be delivered and monitored?	Deadline

**Approved by Strategic Director: Peter Bandy** 

Date: 12/01/15





# Full Equality Impact Assessment For a policy, project, service or other decision that is new, changing or under review

What is b	eing assessed?		PBB1 (S62): Re-phasing of reduction in Community Grant Funding totalling 35.5% over six financial years from 14/15-19/20			
Lead Assessor	Richard Protheroe			Assessment team	Karen Griffiths Emma Barron	
Start date	01/10/14 End date 31/01/15					
When will the EqIA be reviewed?		August 201	5			

Who may be affected by it?	Current recipients of community funding, future applicants, Stevenage residents
	An assessment of community issues and need has re-confirmed the areas below as high priorities that should be addressed through community funding in 2015/16 used to protect front line services that support vulnerable residents in the community.  Debt advice and income maximisation  Volunteering
What are the key aims of it?	<ul> <li>Carers</li> <li>Services delivered at a community and neighbourhood level</li> <li>Infrastructure support to voluntary groups.</li> </ul>
Key dillio of it.	It is proposed that the Community Funding reduction programme be re-phased over 6 years to achieve the agreed 35.5% savings by 2019/20. This significantly mitigates negative impact that was likely from the previously agreed 4 year savings programme.
	It is proposed to reduce the Community Funding Budget to £271,376 in 2015/16. £160k would continue to be ring fenced in the future for the Citizen's Advice Bureau's financial inclusion services contract. Each of the other organisations in receipt of community funding will be subjected to a 10% reduction in funding for 2015/16.
	This savings option will affect the council's ability to financially support voluntary and community sector



Summary of draft Equality Impact Assessments

Appendix H

organisations such as community associations, North Herts and Stevenage CVS and Crossroads. Whilst it is not
anticipated that this 15/16 reduction will impact the short-term viability of such groups the wider savings
programme running until 2019/20 may impact the medium-term stability of such groups.

What positive measures are in place (if any) to help fulfil our legislative duties to:								
What <b>positive measure</b> Remove discrimination & harassment	s are in place (if any) to The Council requires equalities policies from all community organisations in receipt of Community Funding	Promote equal opportunities	The Council requires equalities policies from all community organisations in receipt of Community Funding	Encourage good relations	The Council works closely with voluntary and community groups and encourages them to work closely together to			
	, c				share best practice, information and efficiencies.			

What sources of data /				
information are you using to				
inform your assessment?				

Financial accounts for all organisations funded within the programme, annual reports and performance deliverables information, site visits from the portfolio holder and officers to determine outputs achieved and where activity might be reduced/removed and ascertain impact of reduction on short-term viability of each organisation.

- 1	In	Funding allocations to Stevenage CAB and to support carers, volunteer brokerage and infrastructure support will
	assessing	be protected under this proposal, thereby ensuring services to support people from a number of equality groups
	the	will continues with little or no impact.
	potential	
	impact on	The quality and breadth of services offered by CAs varies significantly. Where service and quality variability exists
	people,	this creates financial risk to those CAs, resulting in an increased risk of its unforeseen closure and subsequently a
	are there	loss of services provided to local communities. Whilst historically the financial situation of each CA also differed;



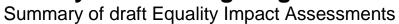
Summary of draft Equality Impact Assessments

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any overall comments that you would like to make? the Council has worked closely in recent years with the CAs through the Stevenage Community Association Network to encourage sharing of information and practices, good financial practice, building up of reserves and exploring efficiencies. Many of the CAs are therefore in a stronger financial position than in recent years with several developing business plans and forecasting to ensure they are prepared for the planned reduction in community funding and can work towards becoming sustainable in the longer-term.

Whilst a reduction in funding to local groups and community centres could impact on people from all equality groups it is not anticipated that a 10% reduction will have a significant impact. Currently Council Officers and the Portfolio Holder are meeting each group in receipt of funding to determine key outputs and the financial situation of those organisations. Any detrimental effect of the reduction will be determined using service user data and an assessment of what existing schemes would be impacted.

To help identify any future impact on equality groups, Brief EqlAs can be developed for each community centre as part of their funding allocation agreement and business plan development. This should be undertaken in conjunction with the council's Community Development Team to help identify alternative funding sources.





### **Evidence and impact assessment**

Explain the potential impact and opportunities it could have for people in terms of the following characteristics, where applicable:

			Age					
Positive impact	None	Negative impact	Some groups using the community centres will struggle to continue if they are required to pay higher fees to the community centres and pass this on to their service users, in response to the reduction in grant.  The Volunteer Centre provides	Unequal impact	There is widespread concern that the reduction in grants will require fees/charges to be raised for the use of the centre. It is felt that this will had have a disproportionate effect on under 5's and the over 60's.		e users ill have on the	
			volunteering opportunities to a range of people in the town including young people. The reduction in grant alongside the ending of PRG funding in July 15 will have a negative impact on volunteer brokerage services. The Council will work with the centre to identify alternative funding streams to mitigate this impact.		provid- people anticip will ha organi	cross roads and Douglas Drive Centre rovides services to carers and older eople in Stevenage. It is not nticipated that the reduction in grant will have a significant impact as the rganisation receives County Council nd other monies.		
information	Please evidence the data and information you used to support this assessment  Meetings/visits with each Community Centre and community the community Centre and centre an					, ,	cember	
What opporare there to promote ed and inclusion	o quality	encourage	nunity associations and other community groups will be ed to seek other sources of income so as to minimise the a loss of grant.  What do you still need to find out? Include in actions (last page)			None		
	If the community centres raise their fees to unaffordable levels the groups using them will be advised of other potential venues.							



Appendix H

	Disability e.g. physical impairment, mental ill health, learning difficulties, long-standing illness							
Positive impact	None	Negative impact	A number of the community centres and Douglas Drive run support groups for people with disabilities and elderly individuals with restricted movement. The fact that these centres are in their communities and near to their homes is appreciated by the users as many do not have access to a car. If centres raise their booking fees due to a loss of grant these groups may close.  As above (Age) it is not anticipated that the reduction will have a significant impact on Crossroads Care or Douglas Drive in 15/16.					
data and you used	Please evidence the data and information you used to support this assessment  Meetings/visits with each Community Centre and community groups in November-December 2014  Meetings/visits with each Community Centre and community groups in November-December 2014							
there to p	What opportunities are there to promote equality and inclusion?  If provision in the community is lost users will be advised of the public transport options to attend support groups at other venues.  What do you still need to find out? Include in actions (last page)							

Gender reassignment n/a								
Positive impact   Negative impact   Unequal impact								
Please evidence the data and No impact has been identified.								
information you used to support this								
assessment	assessment							
What opportunities are there to promote	What do you still need to find out?			id out?				
equality and inclusion?			Include in actions (last page	<del>)</del>				

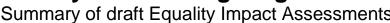




Marriage or civil partnership – n/a								
Positive impact		Negative impact	Negative impact Unequal impact					
Please evidence the data a information you used to su assessment		No impact has been i	dentified					
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)					

Pregnancy & maternity									
Positive impact	None	Negative impact	NCT run a number of g In addition there is a b Any increase in fees n in grant may affect the	None					
Please evidence the data and information you used to support this assessment			Meetings/visits with each Community Centre in November-December 2014				nber 2014		
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)	None	)				

	Race							
Positive impact	None	Negative impact	Several of the Community Centres are used by local groups to support race and ethnicity groups. For example Groups include an Irish language group, a Gujarati men's group a women's Hindu group etc A rise in fees necessitated by the reduction in grant may reduce the regularity with which these groups meet.	Unequal impact	None			
			Meetings/visits with each Community Centre in November-December 2	014				



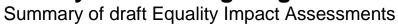


support this assessment			
What opportunities are there to	See Age	What do you still need to find out?	
promote equality and inclusion?		Include in actions (last page)	

	Religion or belief									
Positive	None	Negativ		A number of faith groups use the centres. The Unequal impact None						
impact		impact	po	potential impact is the same as that for Age						
			ar	and Race groups.						
information support thi	dence the data n you used to s assessment		Meetin	gs/visits with each Community Cent	re in Noven	nber-December 201	4			
What opportunities are there to promote equality and inclusion?				See Age		ou still need to find actions (last page)	out?	None		

Sex								
Positive impact	None	Negative	A number of single sex groups use the Unequal None					
		impact	centres. See Age for the likely impact.   impact					
Please evidence information you usessessment	the data and used to support this	Meetings/visi	isits with each Community Centre in November-December 2014					
What opportunities are there to promote equality and inclusion?		See Age What do you still need to find out? None Include in actions (last page)						

Sexual orientation – N/A e.g. straight, lesbian / gay, bisexual (LGB)							
Positive impact		Ne	egative impact		Unequal impa	act	
	the data and informatio ort this assessment	n					
What opportunities are there to				What do you still need to	find out?		



promote equality and inclusion?



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Socio-economic <sup>3</sup> e.g. low income, unemployed, homelessness, caring responsibilities, access to internet, public transport users									
Positive impact	None	Negative impact	All of the centres responding to the 2013/14 centre managers' survey and through disucssions in meetings it has been stated that a cut in community funding may have a significant impact on their centre users, many of whom are unwaged or on low incomes.  Any reduction in the volunteer brokerage services in the town may	Unequal impact	The negative impact may be felt disproportionately by deprived families who use the support services provided at the centres more frequently. This would be in the event of reduced services being provided.				

Include in actions (last page)

Please evidence the data and information you used to support this assessment			Survey of community centre managers undertaken December 2013/January 2014.  Meetings/visits with each Community Centre in November-December 2014				
What opportunities are there to promote equality and inclusion?			•	nat do you still n clude in actions	eed to find out? (last page)		

negatively impact on residents seeking experience or re-skilling through volunteer placements.

<sup>3</sup>Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.





Other – N/A

please feel free to consider the potential impact on people in any other contexts

Positive impact

Please evidence the data and information you used to support this assessment

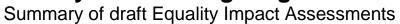
What opportunities are there to promote equality and inclusion?

What do you still need to find out?

Include in actions (last page)

What are the findings of any consultation with:

Staff?	N/A	Residents?	The Community Centre's have been asked to survey and consult local users on usage and to obtain equality profiling information on centre users. We anticipate having these results in the New Year.
Voluntary & community sector?	The consultation from January 2014 with Centre managers and from recent officer visits highlights the negative impacts that will be felt by the centres from reduced grants that may in turn lead to higher costs for the users of the centres.  Where possible this will be offset by signposting centres to other sources of funding and users to other sources of provision.	Partners?	See above for residents
Other stakeholders?	N/A		





**Overall conclusion & future activity** 

Explain the overall find	Explain the overall findings of the assessment and reasons for outcome (please choose one):						
	on issues or opportunities to						
further improve have been identified							
Negative / unequal impact, barriers to inclusion or improvement opportunities identified	2a. Adjustments made						
	2b. Continue as planned	The negative impacts centre on reduced grant leading to higher costs for the users of the centres. Where possible this will be offset by signposting centres to other sources of funding and users to others sources of provision.					
	2c. Stop and remove						

Detail the <b>actions that are needed</b> as a result of this assessment and how they will help to <b>remove discrimination &amp; harassment</b> , <b>promote equal opportunities</b> and / or <b>encourage good relations</b> :								
Action	Will this help to remove, promote and / or encourage?	Responsible officer	Deadline	How will this be embedded as business as usual?				
Consider options and agree the policy for allocating funding to community associations in 2016/17	All	Karen Griffiths	March 2015	Will form part of the funding allocation process				
Develop Brief EqIAs for each community centre as part of their funding allocation agreement	All	Karen Griffiths	March 2015	Will form part of the funding allocation process				
Community Development Officers to support community association management boards in developing outcome focussed business plans	All	Karen Griffiths	March 2015	Will form part of the funding allocation process				

Approved by Strategic Director: Matt Partridge

Date: 25/11/14

Summary of draft Equality Impact Assessments



### Brief Equality Impact Assessment For a minor operational change / review / simple analysis

What is being assessed?	S103: Coreys Mill Lane Pay & Display	What are	To manage parking provision along Coreys Mill Lane.			
Who may be affected by it?	All members of the public	the key				
Date of full EqIA on service area (planned or completed)	ТВС	aims of it?				
Form completed by	Rob Woodisse	Start date	1 Nov 2013	End date	28 Jan 2014	
Form completed by:	Viv Evans	Review date		3 Nov 2014		

What data / information are you using to inform your assessment?	Coreys Mill Lane Site Survey. Parking Strategy. Café Choice consultation feedback, 7 December. Demographics of the 23 respondents include:  • 10 respondents aged 25-64, 13 aged 65+  • One person with a disability  • All were White British.	Have any information gaps been identified along the way? If so, please specify	No
--	---	--	----

Explain the pot	Explain the potential positive, negative or unequal impact on the following characteristics and how likely this is:						
Age	None identified.	Race	None identified.				
Disability	Blue Badge holders will be entitled to park for free in P&D bays and are also permitted to park on double yellow lines so will not be adversely affected by these proposals.	Religion or belief	N/A				
Gender reassignment	N/A	Sex	N/A				
Marriage or civil partnership	N/A	Sexual orientation	N/A				



Summary of draft Equality Impact Assessments

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Pregnancy & maternity	N/A	Socio- economic <sup>4</sup>	11 Café Choice respondents attend the hospital regularly and so would be impacted by the introduction of parking charges. A further four stated that 'money generally' was a concern for them.
			Charging for parking can be considered economically detrimental to those who are struggling financially but the charges would remain affordable in relation to those charged within the Lister Hospital car park and in relation to the overall cost of motoring.
			Pay and Display parking has been in place in the town centre for some years and this has not caused any equality challenges. There are strong bus links to Lister Hospital which may prove to be more cost-effective for people on lower incomes.

Where there is a likely positive impact, please explain how it will help to fulfil our legislative duties to:							
Remove discrimination	Remove discrimination N/A Promote equal N/A Encourage good N/A						
& harassment opportunities relations							

### What further work / activity is needed as a result of this assessment?

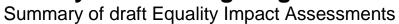
Action	Responsible officer	How will this be delivered and monitored?	Deadline
N/A			

**Approved by Strategic Director: Peter Bandy** 

Date: 12/01/15

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<sup>&</sup>lt;sup>4</sup>Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.





# Full Equality Impact Assessment For a policy, project, service or other decision that is new, changing or under review

What is being assessed? PBB1 S159: Re			S159: Removal	of the Comr	nunity Parks Officer post
Lead	ابنانم كانال			Assessment	Gordon Drake
Assessor	Julia Hill			team	Lee Myers
Start date	30/10/14 End date 13/01/15				
When will the EqIA be reviewed?					

Who may be affected by it?	Friends of Town Centre Gardens, volunteers, park users, North Herts College, community groups
What are the key aims of it?	The Heritage Lottery Fund is providing 2/3rds of the cost of this post until end of June 2015 – SBC funds the remaining amount. When the external funding is no longer available, the Council may not be able to afford to maintain the post entirely.

What <b>positive</b> n	What positive measures are in place (if any) to help fulfil our legislative duties to:								
Remove discrimination & harassment	Promote equal opportunities	<ul> <li>Support of NHC adult learners activities within the Gardens</li> <li>Leading volunteer activity within the Gardens</li> </ul>	Encourage good relations	<ul> <li>Support of the Friends of Town Centre Gardens</li> <li>Support of NHC in their activities within the Gardens</li> <li>Leading volunteer activity within the Gardens</li> <li>Delivery of a range of community events and activities throughout the year</li> <li>Liaise with Police and colleagues in response to ASB issues</li> </ul>					



What sources of data / information are you using to inform your assessment?	<ul> <li>Information about the formal / regular users of the Gardens, including Friends group, Green Space Volunteers, North Herts College, etc.</li> <li>Feedback from general users of the Gardens</li> </ul>
In assessing the potential impact on people, are there any overall comments that	
you would like to make?	

Summary of draft Equality Impact Assessments

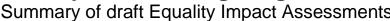


### **Evidence and impact assessment**

Explain the potential impact and opportunities it could have for people in terms of the following characteristics, where applicable:

	Age							
Positive impact	None	Negative impact	<ul> <li>Fewer community events and activities aimed at children and young people</li> <li>No educational visit opportunities – schools, cubs, etc</li> <li>Less support for older people's groups wanting to hold events in the Gardens</li> </ul>	Unequal impact	None			
Please evi information this assess	n you used	Since this dedicated post has been funded it has delivered around 15 converged primarily aimed at children/young people/families. The Friends growevents in future.  The post holder has also supported older people's groups, and other contheir delivery of 4-6 events a year.	up aim to de	liver 3				
What opportunities are there to promote able to support the Friends Group and other equality and inclusion? Community groups, but not to the extent that they have been used to.  What do you still need to find out? Include in actions (last page)								

Disability						
	e.g	. physical ii	npairment, mental ill health, learning difficulties, long-st	anding illne	SS	
Positive	None I	Negative	<ul> <li>Less support for adult learners at NHC</li> </ul>	Unequal	None	
impact	i	mpact	<ul> <li>No future work experience opportunities</li> </ul>	impact		
Please ev	vidence the o	data and				
information	on you used	to support				
this asses	ssment					
What opportunities are The Green Spaces Developments Officer will be			en Spaces Developments Officer will be able to What do	you still nee	d	
there to promote support N		support I	NHC, but not to the extent that they have been to find out? In		1	
equality a	and inclusion	? used to a	and not for work experience placements. actions (	ast page)		





Gender reassignment							
Positive impact None		Negative impact	None	Unequal impact	None		
Please evidence the dat information you used to assessment							
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)				

Marriage or civil partnership							
Positive impact None	Negative impact	None	Unequal impact	None			
Please evidence the data and information you used to support this assessment							
What opportunities are there to promote equality and inclusion?		What do you still need to find out? Include in actions (last page)					

Pregnancy & maternity							
Positive impact None	Negative impa	act None	Unequal impact	None			
Please evidence the data ar	nd						
information you used to sup	port this						
assessment							
What opportunities are		What do you still ne	eed				
there to promote		to find out? Include	in				
equality and inclusion?		actions (last page)					

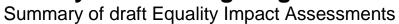




Race								
Positive impact		Negative impact	•	Fewer community events and activities No educational visit opportunities Less support for community groups wishing to hold events in the Gardens			Unequal impact	
Please evidence the data and information you used to support this assessment			n					
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)					

Religion or belief								
Positive impact None		Negative impact	None	Unequal impact	None			
Please evidence the data and information you used to support this assessment								
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)					

Sex							
Positive		Negative	Fewer community events and activities	Unequal			
impact		impact	Less support for community groups	impact			
			wishing to hold events in the Gardens				
Please evid	dence the data and inforn	nation					
you used to	o support this assessmen	t					
What opportunities are there to		What do you still need to find out?					
promote ed	quality and inclusion?		Include in actions (last page)				





Sexual orientation e.g. straight, lesbian / gay, bisexual							
Positive impact None		Negative impact	None	Unequal impact	None		
Please evidence the data and information you used to support this assessment							
What opportunities are			What do you still need				
there to promote			to find out? Include in				
equality and inclusion?			actions (last page)				

Socio-economic <sup>5</sup> e.g. low income, unemployed, homelessness, caring responsibilities, access to internet, public transport users						
Positive impact		Negative impact	<ul> <li>Fewer opportunities for free community events in the park</li> <li>Less support for charity events in the Gardens</li> <li>Fewer opportunities for volunteering within the Gardens</li> <li>No educational visit opportunities – schools, cubs, etc.</li> </ul>	Unequal impact	•	
Please evidence the data and information you used to support this assessment						
	ortunities are omote equality on?	·	What do you still need to find out? Include in actions (last page)			

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<sup>&</sup>lt;sup>5</sup>Although non-statutory, the council has chosen to implement the Socio-Economic Duty and so decision-makers should use their discretion to consider the impact on people with a socio-economic disadvantage.

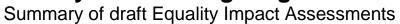




Other please feel free to consider the potential impact on people in any other contexts							
Positive impact			Negative imp	act	There will be no regular presence in the Gardens, and additional litter clearance works to the pond etc will no longer be possible.	Unequal impact	
Please evidence							
you used to supp	ort this as	ssessment	t				
What opportunitie	es are				What do you still need to		
there to promote		find out? Include in actions					
equality and inclu	usion?				(last page)		

What are the findings of any consultation with:

Staff?		Residents?	Consultation undertaken around 2007 identified the desire for a presence in the Gardens. This informed our funding application to Heritage Lottery Fund.
Voluntary & community sector?	The Friends of Town Centre Gardens are aware that the post is currently only funded until June 2015.  There has been no formal consultation, but the group are concerned about (1) the resulting lack of support to them, (2) the reduction in future community event opportunities, (3) the lack of future dedicated support in responding to ASB and other issues within the Gardens.	Partners?	
Other stakeholders?			





### **Overall conclusion & future activity**

Explain the overall findin	Explain the overall findings of the assessment and reasons for outcome (please choose one):					
	issues or opportunities to					
further improve have beer	n identified					
Negative / unequal impact, barriers to inclusion or improvement opportunities identified	2a. Adjustments made	The Green Spaces Developments Officer will be able to support the Friends Group and other Community groups, but not to the extent that they have been used to.				
	2b. Continue as planned					
	2c. Stop and remove					

Detail the actions that are needed as a result of this assessment and how they will help to remove discrimination &								
harassment, promote equal opportunities and / or encourage good relations:								
Action	Will this help to remove, promote and / or encourage?	Responsible officer	Deadline	How will this be embedded as business as usual?				
Invite suitable volunteers to be trained to lead other volunteers in delivering maintenance activities agreed with Council Officers – this is dependent on support that has been agreed by the Council's insurers.	Promote and encourage	Julia Hill	July 2015	Set up a recruitment and selection process. Thereafter, provide appropriate training for selected volunteers and work with them to deliver agreed objectives.				

**Approved by Strategic Director: Peter Bandy** 

Date: 13/01/15