

Estimated time taken to complete: 2 hours\*

\*Please note that this should be a working document and should be actively reviewed throughout the lifetime of the project/policy/service change



# **Green Spaces Strategy 2025 - 2035**

## **Equality Impact Assessment (EqIA) Form**

<b>Date created</b>	March 2025
<b>Approved by</b>	Cabinet
<b>Owner</b>	Assistant Director
<b>Version</b>	1
<b>Author</b>	Julia Hill (Environmental Policy & Development Manager)
<b>Business Unit and Team</b>	Stevenage Direct Services Environmental Policy & Development

Please [click this link](#) to find the EqIA guidance toolkit for support in completing the following form.

For translations, braille or large print versions of this document please email  
[equalities@stevenage.gov.uk](mailto:equalities@stevenage.gov.uk).

**First things first:**

**Does this policy, project, service, or other decision need an EqlA?**

<b>Title:</b>	<b>Green Spaces Strategy 2025 - 2035</b>	
<b>Please answer Yes or No to the following questions:</b>		
Does it affect staff, service users or the wider community?	Yes/ <del>No</del>	
Has it been identified as being important to particular groups of people?	Yes/ <del>No</del>	
Does it or could it potentially affect different groups of people differently (unequal)?	<del>Yes</del> /No	
Does it relate to an area where there are known inequalities or exclusion issues?	<del>Yes</del> /No	
Will it have an impact on how other organisations operate?	<del>Yes</del> /No	
Is there potential for it to cause controversy or affect the council's reputation as a public service provider?	<del>Yes</del> /No	

<b>Where a positive impact is likely, will this help to:</b>	
Remove discrimination and harassment?	Yes/ <del>No</del>
Promote equal opportunities?	Yes/ <del>No</del>
Encourage good relations?	Yes/No

**If you answered 'Yes' to one or more of the above questions you should carry out an EqlA.**

Or if you answered 'No' to all of the questions and decide that your activity doesn't need an EqlA you must explain below why it has no relevance to equality and diversity.

You should reference the information you used to support your decision below and seek approval from your Assistant Director before confirming this by sending this page to [equalities@stevenage.gov.uk](mailto:equalities@stevenage.gov.uk).

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Name of assessor: Julia Hill

Role: Environmental Policy & Development Manager

Date: 10 March 2025

Decision approved by: Steve Dupoy

Role: Assistant Director

Date:

# Equality Impact Assessment Form

For a policy, project, strategy, staff or service change, or other decision that is new, changing or under review

What is being assessed?		Green Spaces Strategy			
Lead Assessor	Julia Hill			Assessment team	
Start date	March 2025	End date			
When will the EqlA be reviewed? (Typically every 2 years)		March 2027			

Who may be affected by the proposed project?	All residents Visitors to the town who wish to use the green spaces
What are the key aims of the proposed project?	The strategy sets out objectives for the way in which green spaces in Stevenage are maintained, managed and improved to ensure that they are safe, accessible and sustainable, meeting the needs of our communities and the environment today and in the future.

What <b>positive measures</b> are in place (if any) to help <b>fulfil our legislative duties</b> to:					
Remove discrimination & harassment	With the exception of allotments all green spaces are free to access 24/7.	Promote equal opportunities	97.75% of residents are within a 10 minute walk of a green space. (Fields in Trust Green Space Index 2024)	Encourage good relations	Consultation with residents / stakeholders on any significant developments and changes to their local green space

<p>What sources of data / information are you using to inform your assessment?</p>	<p>Public consultation was carried out in three phases:</p> <p>(1) Winter 2023/24: To understand which spaces are used, how and why; what is important for people, and how they rate these features within the green spaces currently, etc.</p> <p>This was an on-line consultation, with one version for adults and a similar version for young people. The consultation was promoted via social media, posters in neighbourhood centres, parks and the town centre. It was also sent out to around 150 community and voluntary organisations in the town. The young person's consultation was sent out to all schools via Stevenage Education Trust. Around 490 responses were received.</p> <p>(2) July – Sept 2024: To invite comment on key improvements required to principal parks.</p> <p>This consultation was delivered through a combination of in-person engagement sessions delivered at community facilities across the town and supplemented by an on-line opportunity. The responses helped to inform individual action plans for each of the 11 principal parks. 474 responses were received.</p> <p>(3) Jan – Feb 2025: To seek feedback on the draft strategy to ensure that it was easy to understand, fair and equitable, and that the actions broadly met public needs identified in earlier consultation.</p> <p>This consultation was delivered on-line with the draft strategy made available on the Council's web pages. 35 responses were received.</p>
<p>In assessing the potential impact on people, are there any overall comments that you would like to make?</p>	<p>The aim of the strategy is to ensure that, as far as is reasonably practicable, the whole community has good and equal access green spaces and the opportunities that they provide.</p> <p>76% of respondents to the draft strategy felt that it was easy to understand, 14% were uncertain and 10% felt that it was not easy to understand.</p> <p>75% of respondents felt that the strategy was fair and inclusive.</p>

## 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	Yes	Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	Of those that chose to provide demographic data for Phase 1 of the consultation:				
	<b>Age Range</b>	<b>No. of Responses</b>			
	13-15	299			
	25-34	17			
	35-44	40			
	45-54	23			
	55-64	30			
	65-74	37			
	75-84	6			
	85+	3			
What opportunities are there to promote equality and inclusion?	<p>Green spaces provide a range of opportunities for all ages.</p> <p>The strategy seeks to develop new opportunities and to improve access to information about facilities for all age ranges</p>		What do you still need to find out? Include in actions (last page)		

Disability e.g., physical impairment, mental ill health, learning difficulties, long-standing illness					
Positive impact	Yes	Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	Of those that chose to provide demographic data for Phase 1 of the consultation:				
	<b>Disability or long-term health condition</b>		<b>No. of Responses</b>		
	No		63		
	Prefer not to say		29		
	Yes – learning disability		6		
	Yes – long standing illness		17		
	Yes – mental health condition		17		
	Yes – physical / mobility impairment		15		
	Yes – sensory impairment		9		
	Something else		2		
What opportunities are there to promote equality and inclusion?	The strategy seeks to improve physical access to green spaces, and improve provision of accessible and inclusive equipped play spaces		What do you still need to find out? Include in actions (last page)		

Gender Reassignment					
Positive impact	None	Negative impact	None	Unequal impact	None
Please evidence the data and information you used to support this assessment	Not applicable				
What opportunities are there to promote equality and inclusion?	Promote the opportunities provided by green spaces to the whole community		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	Not applicable				
What opportunities are there to promote equality and inclusion?	Promote the opportunities provided by green spaces to the whole community		What do you still need to find out? Include in actions (last page)		

Pregnancy & Maternity					
Positive impact	Yes	Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment					
What opportunities are there to promote equality and inclusion?	The strategy seeks to improve access to toilets and baby changing facilities within key park locations.		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	Not applicable				
What opportunities are there to promote equality and inclusion?	Promote the opportunities provided by green spaces to the whole community		What do you still need to find out? Include in actions (last page)		

Race					
Positive impact	Yes	Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	Of those that chose to provide demographic data for Phase 1 of the consultation:				
	<b>Race</b>		<b>No. of Responses</b>		
	Asian / Asian British - Indian		4		
	Asian / Asian British - other		5		
	Asian / Asian British – Pakistani		4		
	White – British		175		
	White – Gypsy or Irish Traveller		4		
	White - Irish		1		
	White - Other		18		
	Other		36		
	Prefer not to say		11		
What opportunities are there to promote equality and inclusion?	The strategy seeks to support and promote a variety of cultural activities.		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	Not applicable				
What opportunities are there to promote equality and inclusion?	Promote the opportunities provided by green spaces to the whole community		What do you still need to find out? Include in actions (last page)		

Sex																	
Positive impact	Yes	Negative impact		Unequal impact													
Please evidence the data and information you used to support this assessment	<p>Of those that chose to provide demographic data for Phase 1 of the consultation:</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>No. of Responses</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>82</td> </tr> <tr> <td>Non-binary</td> <td>5</td> </tr> <tr> <td>Female</td> <td>144</td> </tr> <tr> <td>Prefer not to say</td> <td>11</td> </tr> <tr> <td>Something else</td> <td>3</td> </tr> </tbody> </table>					Gender	No. of Responses	Male	82	Non-binary	5	Female	144	Prefer not to say	11	Something else	3
Gender	No. of Responses																
Male	82																
Non-binary	5																
Female	144																
Prefer not to say	11																
Something else	3																
What opportunities are there to promote equality and inclusion?	The strategy seeks to improve perception of safety for all, but is mindful of greater concern for women & girls		What do you still need to find out? Include in actions (last page)														

<b>Sexual Orientation e.g., straight, lesbian / gay, bisexual</b>					
Positive impact	None	Negative impact	None	Unequal impact	None
Please evidence the data and information you used to support this assessment	Not applicable				
What opportunities are there to promote equality and inclusion?	Promote the opportunities provided by green spaces to the whole community		What do you still need to find out? Include in actions (last page)		

<b>Socio-economic<sup>1</sup></b> <b>e.g., low income, unemployed, homelessness, caring responsibilities, access to internet, public transport users, social value in procurement</b>					
Positive impact	Yes	Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	Of those that chose to provide demographic data for Phase 1 of the consultation:				
	<b>Employment Status</b>		<b>No. of Responses</b>		
	Apprenticeship / training		2		
	Carer		8		
	Retired		48		
	Self-employed		14		

<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.

	Stay at home parent	5	
	Student	89	
	Unemployed	16	
	Volunteer	7	
	Working full-time	56	
	Working part-time	28	
	Zero-hour contract	4	
	Something else	5	
What opportunities are there to promote equality and inclusion?		With the exception of discretionary services the green spaces are freely accessible 24/7.	What do you still need to find out? Include in actions (last page)

Additional Considerations					
Please outline any other potential impact on people in any other contexts					
Positive impact		Negative impact		Unequal impact	
Please evidence the data and information you used to support this assessment	Not applicable				
What opportunities are there to promote equality and inclusion?			What do you still need to find out? Include in actions (last page)		

## Consultation Findings

Document any feedback gained from the following groups of people:

Staff?	See colleague responses attached.	Residents?	See summary of all three consultation phases attached
Voluntary & community sector?		Partners?	
Other stakeholders?			

## Overall Conclusion & Future Activity

Explain the <b>overall findings</b> of the assessment and <b>reasons for outcome (please choose one)</b> :		
1. No inequality, inclusion issues or opportunities to further improve have been identified		76% of respondents to the draft strategy felt that it was easy to understand, 14% were uncertain and 10% felt that it was not easy to understand.
Negative / unequal impact, barriers to inclusion or improvement opportunities identified	2a. Adjustments made	
	2b. Continue as planned	
	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, 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?

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**Approved by Assistant Director:**

**Date:**

Please send this EqIA to [equalities@stevenage.gov.uk](mailto:equalities@stevenage.gov.uk) for critical friend feedback and for final submittance with the associated project.