

Impact Needs/Requirement Assessment Completion Form

Department: Environment and Neighbourhoods	Person Responsible: Leslie Williams
Service Area: Sports and Parks	Timescale for Equality Impact Assessment :
Date: 04.10.2012	Completion date: 04.10.2012
Name of service/policy/procedure/project etc:	Is the service/policy/procedure/project etc: New ✓ Old
Predictive: ✓ Retrospective	Adverse impact Not found Found Service/policy/procedure/project etc, amended to stop or reduce adverse impact Yes No ✓
Is there likely to be a differential impact on any group? Yes No ✓	Please state below:
1. Grounds of race: Ethnicity, nationality or national origin e.g. people of different ethnic backgrounds including Gypsies and Travellers and Refugees/ Asylum Seekers Yes No ✓	2. Grounds of gender: Sex, marital status, transgendered people and people with caring responsibilities Yes No ✓
3. Grounds of disability: Physical or sensory impairment, mental disability or learning disability Yes No ✓	4. Grounds of faith or belief: Religion/faith including people who do not have a religion Yes No ✓
5. Grounds of sexual orientation: Lesbian, Gay and bisexual Yes No ✓	6. Grounds of age: Older people, children and young People Yes No ✓
Consultation conducted Yes ✓ No	
Person responsible for arranging the review: Leslie Williams	Person responsible for publishing results of Equality Impact Assessment: Neil Davies

Impact Needs/Requirement Assessment Completion Form

Person responsible for monitoring: Neil Davies	Date results due to be published and where: Consultation portal from 15 October
Signed:	Date:

1. What is the service/policy/procedure/project etc to be assessed?

Local Nature Reserve Declaration at Masons Field, Fryent Country Park.

2. Please describe the aim of the service/policy etc? What needs or duties are it designed to meet? How does it differ from any existing services/ policies etc in this area

Masons Field is a 2.78 hectare field in the north-east of Fryent Country Park. It is bounded by housing on three sides and shares a boundary with another field of the Country Park on the south side. Fryent Country Park is a Site of Importance for Nature Conservation (SINC); it is in the top Metropolitan category of London SINC's and is considered to be of high importance to London as a whole. Masons Field has been assessed as having the same Metropolitan SINC status by the London Wildlife Sites Board.

In 2011 a Heritage Lottery Fund grant of up to £47,000 was received for a three-year project which together with £60,000 of Section 106 matched funding, will enable the restoration of field habitats, improved access, installation of interpretation boards and a range of linked activities. A ramp access has been installed linking an adjacent field of Fryent Country Park, thus providing access for both visitors; and machinery to manage the field. This will improve the access between the Country Park and the Kingsbury Road area. Habitat improvements to a remnant section of a green lane, to the meadow, and to other features are already underway. Improvements will also be made at the entrance from Larkspur Close.

Local Nature Reserves are declared by local authorities under the National Parks and Access to the Countryside Act 1949 (as amended). The main part of Fryent Country Park was declared in 1991.

Declaring the Local Nature Reserve will provide advantages consistent with improving the quality of the environment by

- Increasing the area of Local Nature Reserve space in the borough for enjoyment, recreation and education.
- Providing consistency with the remainder of Fryent Country Park.
- Contributing towards the Brent Green Charter.

Additionally the declaration will contribute to the package of improvements of the Heritage Lottery Fund award to improve restore habitats and landscape, improve access and public participation. These will facilitate the conservation of an increased area of restored habitats as part of Fryent Country Park; and enable easier access for machinery to undertake management works.

Declaration of the Local Nature Reserve by the local authority is proof the land is being managed as a nature reserve. Nature Reserves can be either land managed solely for a conservation purpose or not only for a conservation purpose but also for a recreational purpose, if the management of the land for the recreational purpose does not compromise its

Impact Needs/Requirement Assessment Completion Form

management for the conservation purpose. Land managed for a conservation purpose preserves the flora, fauna and physical features of interest in the area and/or provides opportunities for the study of the wildlife and physical features. Land is managed for a recreational purpose if it is managed for the purpose of providing opportunities for the enjoyment of nature or for open-air recreation.

3. Are the aims consistent with the council's Comprehensive Equality Policy?

This policy has been considered within the aims of Brent's Equality Policy, in particular our aim is to create an environment where:

Borough

*We work with local partners from the statutory, voluntary and community-led organisations e.g. Barnhill Conservation Group, Friends of Fryent Country Park and the Barnhill Walkers to develop and deliver services that meet the needs of our diverse community.
We will embed equality considerations into our planning and delivery of services.*

Community

*We continuously improve the services that we deliver by adhering to the Public Sector Equality Duties as defined within the Equality Act 2010.
We will ensure that our services meet the diverse needs of the community.
We will provide opportunities to promote a cohesive and well integrated community.
We will work to ensure that all members of the community are able to access our services and participate in public life.*

4. Is there any evidence to suggest that this could affect some groups of people? Is there an adverse impact around race/gender/disability/faith/sexual orientation/health etc? What are the reasons for this adverse impact?

The declaration of Masons Field will have a positive impact on all users and potential users of Fryent Country Park.

Two schools are located within a few hundred metres of Masons Field. The field can also be visited by school groups as part of the Brent School Without Walls programme (<http://www.brentschoolwithoutwalls.btck.co.uk/>) and by other educational organisations.

The field is surrounded by residential housing on three sides, and there are links for the suburban and urban populations of surrounding Kingsbury, Brent (population c. 311,000) and indeed for London. Conservation projects, wildlife surveys and other activities are held on the Country Park.

Fryent Country Park is a Site of Importance for Nature Conservation (SINC); it is in the top Metropolitan category of London SINC's and is considered to be of high importance to London as a whole. Masons Field has been assessed as having the same Metropolitan SINC status by the London Wildlife Sites Board. There are no other areas of countryside within Brent (though the Welsh Harp reservoir area presents a different landscape). Similarly, the meadow and hedgerow habitats have largely been lost from the surrounding urban areas.

There are no identified adverse impacts; the declaration will contribute to the package of improvements of the Heritage Lottery Fund award to improve restore habitats and landscape, improve public access and participation. These will facilitate the conservation of an increased area of restored habitats as part of Fryent Country Park; and enable easier access for machinery to undertake management works.

Impact Needs/Requirement Assessment Completion Form

5. Please describe the evidence you have used to make your judgement. What existing data for example (qualitative or quantitative) have you used to form your judgement? Please supply us with the evidence you used to make your judgement separately (by race, gender and disability etc).

We used feedback from the public consultation on the proposals. Twenty-five responses were received; and an additional four responses were received by email. Twenty-four of the 25 responses on the Consultation Tracker commented on the proposal and all 24 (100%) were in favour of the declaration of Masons Field as a Local Nature Reserve. Additionally, two responses mentioned issues related to the management of the site or other local open spaces.

All four of the emailed responses were in favour of the proposals to declare Masons Field as a Local Nature Reserve.

Reasons given as part of the comments for the support were the benefits that this would bring for wildlife, amenity, open space, consistency with the rest of Fryent Country Park and for environmental education.

In addition data on users of Fryent Country Park were extrapolated from the Annual Parks Survey database and they were reflective of both the ward and borough profile as outlined below. This in essence identifies the users who are going to benefit from this project.

GLA estimated resident population for 2011 for the Kingsbury locality (Fryent, Barnhill, Queensbury and Kenton) is approximately 51,900. The locality has a large population of younger people aged between 10 and 14. There are proportionately more people aged over 45 in the locality than in the Borough. The proportion of the population aged under 15 (19.5%) is just over the England and London values, (19%) but lower than the Brent value, (20%). Just over 17% of the population is at pensionable age in the locality compared to 14% in the borough.

Brent is an ethnically diverse borough. Barnhill and Fryent have similar proportions of the various ethnic groups that make up their population. Queensbury has the largest proportion of Asian or Asian British population. 16% of the locality population identified as having a disability as defined by The Disability Rights Commission (DRCI). The (DRCI) defines Disability as "A physical or mental impairment which has substantial and long term adverse effect on a person's ability to carry out normal day to day activities"

6. Are there any unmet needs/requirements that can be identified that affect specific groups? (Please refer to provisions of the Disability Discrimination Act and the regulations on sexual orientation and faith, Age regulations/legislation if applicable)

There are no unmet needs that can be identified that affect specific groups. The aim of the declaration is to conserve biodiversity and to maintain opportunities for study, research and enjoyment of nature and facilitate educational use and interpretation for all communities.

Additionally the declaration will contribute to the package of improvements of the Heritage Lottery Fund award to improve restore habitats and landscape, improve access and public participation. Within the resources available and the countryside setting, these improvements will increase the access for residents with a physical impairment.

7. Have you consulted externally as part of your assessment? Who have you consulted with? What methods did you use? What have you done with the results i.e. how do you intend to use the information gathered as part of the consultation?

Consultation was undertaken on the Brent Council Consultation Portal between 2 May and 15

Impact Needs/Requirement Assessment Completion Form

June 2012. Twenty-five responses were received; and an additional four responses were received by email.

Twenty-five of the respondents listed the park or open space that they visited most frequently. Fryent Country Park including Barn Hill was mentioned by 44% of stated respondents; Roe Green Park and Roe Green Walled Garden by 16%, the Welsh Harp by 8%, Gladstone Park by 4%, while 12% listed other Brent Council parks, and 16% parks outside of the Borough and/or managed by other organisations including Queens Park, and the London Wetland Centre at Barn Elms. The geographic spread of the parks visited suggested that most respondents were local: 76% of respondents mentioned either Fryent Country Park or a park in an adjacent Ward.

Four responses were received directly by email as a result of the Brent Council consultation. Demographic information from these responses was not provided, though two of the responses were from females and two from males.

Twenty-four of the 25 responses on the Consultation Portal commented on the proposal and all 24 (100%) were in favour of the declaration of Masons Field as a Local Nature Reserve. Additionally, two responses mentioned issues related to the management of the site or other local open spaces.

All four of the emailed responses were in favour of the proposals to declare Masons Field as a Local Nature Reserve.

Reasons given as part of the comments for the support were the benefits that this would bring for wildlife, amenity, open space, consistency with the rest of Fryent Country Park and for environmental education.

8. Have you published the results of the consultation, if so where?

The results will be published on the consultation portal <http://brent-consult.objective.co.uk/portal>

9. Is there a public concern (in the media etc) that this function or policy is being operated in a discriminatory manner?

There is no public concern in the media that this function or policy is being operated in a discriminatory manner.

10. If in your judgement, the proposed service/policy etc does have an adverse impact, can that impact be justified? You need to think about whether the proposed service/policy etc will have a positive or negative effect on the promotion of equality of opportunity, if it will help eliminate discrimination in any way, or encourage or hinder community relations.

This project will have a positive impact. The Local Nature Reserve declaration is for the benefit of all communities, while improvements to physical access should enable access to more disabled and hard to reach groups than at present. Improved accessibility of the field should increase the potential for access by traditionally hard to reach groups.

The emphasis of the declaration is to conserve biodiversity and to maintain opportunities for study, research or enjoyment of nature and facilitate educational use and interpretation. The purpose of Local Nature Reserves – and of the local project, is to improve opportunities for people to engage with nature and wildlife. It enhances a resource for all age ranges and cultural backgrounds, and promotes health and well-being. The project also contributes to

Impact Needs/Requirement Assessment Completion Form

corporate objectives in increasing accessible green space and biodiversity; and thus reducing inequality and improving quality of life.
11. If the impact cannot be justified, how do you intend to deal with it?
N/A
12. What can be done to improve access to/take up of services?
<p>Declaring the Local Nature Reserve will provide advantages consistent with improving the quality of the environment by</p> <ul style="list-style-type: none"> Increasing the area of Local Nature Reserve space in the borough for enjoyment, recreation and education. Providing consistency with the remainder of Fryent Country Park. Contributing towards the Brent Green Charter. <p>Additionally the declaration will contribute to the package of improvements of the Heritage Lottery Fund award to improve restore habitats and landscape, improve access and public participation. These will facilitate the conservation of an increased area of restored habitats as part of Fryent Country Park; and enable easier access for machinery to undertake management works</p> <p>There will be benefits towards the three Corporate Priorities; and towards the key actions of the Sports and Parks Service Performance Plan.</p>
13. What is the justification for taking these measures?
<p>As part of Fryent Country Park, Masons Field is part of the same Metropolitan Open Land, and Site of Importance for Nature Conservation, and is also managed to the Soil Association Organic Standard. The purpose of declaration as a Local Nature Reserve is to manage Masons Field for nature conservation and for public access. Declaration will also provide consistency with the already declared areas of Fryent Country Park and will contribute towards the area of Local Nature Reserve available for the population</p> <p>Local Nature Reserves are declared under the National Parks and Access to the Countryside Act 1949. The emphasis is to conserve biodiversity and to maintain opportunities for study, research and enjoyment of nature, facilitate educational use and interpretation. Brent has one other Local Nature Reserve, at the Brent Reservoir / Welsh Harp which was declared in 2005.</p>
14. Please provide us with separate evidence of how you intend to monitor in the future. Please give the name of the person who will be responsible for this on the front page.
<p>Satisfaction with individual parks including Fryent Country Park will be monitored through the Cultural Services questionnaire and the Green Flag monitoring process. The Green Flag Award is the benchmark national standard for parks and green spaces in the United Kingdom. The scheme was set up in 1996 to recognise and reward green spaces in England and Wales that met the laid down high standards. It is also seen as a way of encouraging others to achieve the same high environmental standards, creating a benchmark of excellence in recreational green areas.</p>
15. What are your recommendations based on the conclusions and comments of this assessment?
Should you:

Impact Needs/Requirement Assessment Completion Form

1. Take any immediate action?
2. Develop equality objectives and targets based on the conclusions?
3. Carry out further research?
N/A
16. If equality objectives and targets need to be developed, please list them here.
N/A
17. What will your resource allocation for action comprise of?
N/A

If you need more space for any of your answers please continue on a separate sheet

Signed by the manager undertaking the assessment:

Full name (in capitals please):

Date:

Service Area and position in the council:

Details of others involved in the assessment -

Once you have completed this form, please take a copy and send it to: **The Corporate Diversity Team, Room 5 Brent Town Hall, Forty Lane, Wembley, Middlesex HA9 9HD**

An online version of this form is available on the Corporate Diversity Team website.