

## Appendix 6 – EQUALITY ANALYSIS (EA)

|                         |   |
|-------------------------|---|
| <b>POLICY/PROPOSAL:</b> | <b>Parks Improvements - Alperton Housing Zone</b> |
| <b>DEPARTMENT:</b>      | Communities & Regeneration                        |
| <b>TEAM:</b>            | Regeneration                                      |
| <b>LEAD OFFICER:</b>    | Yaz Aboubakar, Regeneration Officer               |
| <b>DATE:</b>            | 09/08/2023  |

*NB: Please ensure you have read the accompanying EA guidance and instructions in full.*

### SECTION A – INITIAL SCREENING

1. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

The aim of the project is to improve One Tree Hill (OTH) and Mount Pleasant (MP) open spaces for park users in Alperton Growth Area using Strategic Community Infrastructure (SCIL) funding and public health reserve funding.

Improvements proposed include new playground equipment, seating and picnic facilities and recycling bins, improving current access points, tree planting, signage, public art, and upgrades to walking paths.

2. Who may be affected by this policy or proposal?

The proposed open space improvements will result in long term improvements to open space for residents and visitors, albeit it should be noted that temporary disruption may affect residents and visitors to the park while works are underway.

3. Is there relevance to equality and the council's public sector equality duty? Please explain why. If your answer is no, you must still provide an explanation.

Yes. Residents with protected characteristics may be impacted by the project proposals and this is discussed further in the following sections.

4. Please indicate with an "X" the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

| Characteristic     | IMPACT   |              |          |
|--------------------|----------|--------------|----------|
|                    | Positive | Neutral/None | Negative |
| Age                | X        |              |          |
| Sex                | X        |              |          |
| Race               | X        |              |          |
| Disability         | X        |              |          |
| Sexual orientation |          | X            |          |

|                        |   |   |  |
|------------------------|---|---|--|
| Gender reassignment    |   | X |  |
| Religion or belief     |   | X |  |
| Pregnancy or maternity | X |   |  |
| Marriage               |   | X |  |

5. Please complete **each row** of the checklist with an “X”.

| <b>SCREENING CHECKLIST</b>  |            |           |
|---|------------|-----------|
|   | <b>YES</b> | <b>NO</b> |
| Have you established that the policy or proposal <i>is</i> relevant to the council’s public sector equality duty?   | <b>X</b>   |           |
| Does the policy or proposal relate to an area with known inequalities?  | <b>X</b>   |           |
| Would the policy or proposal change or remove services used by vulnerable groups of people?   |            | <b>X</b>  |
| Has the potential for negative or positive equality impacts been identified with this policy or proposal?   |            | <b>X</b>  |
| <b>If you have answered YES to ANY of the above, then proceed to section B.<br/>           If you have answered NO to ALL of the above, then proceed straight to section D.</b> |            |           |

## **SECTION B – IMPACTS ANALYSIS**

- Outline what information and evidence have you gathered and considered for this analysis. If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.

The Alperton Parks and Open Spaces survey 2021 and the Council’s Infrastructure Delivery Plan have highlighted the need for investments in parks and open spaces in Alperton.

- For each “protected characteristic” provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state “not applicable”.

| <b>AGE</b>                           |  |
|--------------------------------------|--|
| <b>Details of impacts identified</b> | Positive – The proposed improvements caters for all age ranges, promoting improvements to facilities such as play areas, upgraded walking paths, seating, benches, and better signage. |
| <b>DISABILITY</b>                    |  |

|   |   |
|---|---|
| <b>Details of impacts identified</b>    | <p>Positive - Physical disabilities. Due to the characteristics of certain physical sports, play equipment improvements will be designed to ensure equipment is available so disabled people as well as non-disabled people can participate.</p> <p>The Council will engage young people with special needs during the design stage to ensure the playground design is inclusive.</p> <p>Improvements to access such as upgraded walking path and signage will benefit disabled groups, including wheelchair users. The council shall provide its services in line with Equality Act requirements and would consider reasonable adjustments as necessary e.g. Disabled Play provision</p> |
| <b>RACE</b>                             |   |
| <b>Details of impacts identified</b>    | <p>Positive - Parks are a resource available to residents and visitors free at the point of use. Parks and open spaces present an opportunity for bringing together people from different backgrounds.</p> <p>The proposal is seeking investments to improve OTH and MP which in return foster community cohesion and advance equality of opportunity.</p>  |
| <b>SEX</b>                              |   |
| <b>Details of impacts identified</b>    | <p>Positive - Officers will work with the preferred supplier to ensure the playground equipment's are inclusive and cater for all genders.</p>  |
| <b>SEXUAL ORIENTATION</b>               |   |
| <b>Details of impacts identified</b>    | <p>Not applicable</p>   |
| <b>PREGANCY AND MATERNITY</b>           |   |
| <b>Details of impacts identified</b>    | <p>Positive – Additional seating areas and picnic tables will provide a safe place for parents and children to rest and enjoy the fresh air in the open space. Improving the access points will make them more visible and people feel safer.</p>   |
| <b>RELIGION OR BELIEF</b>               |   |
| <b>Details of impacts identified</b>    | <p>Not applicable</p>   |
| <b>GENDER REASSIGNMENT</b>              |   |
| <b>Details of impacts identified</b>    | <p>Not applicable</p>   |
| <b>MARRIAGE &amp; CIVIL PARTNERSHIP</b> |   |
| <b>Details of impacts identified</b>    | <p>Not applicable</p>   |

3. Could any of the impacts you have identified be unlawful under the Equality Act 2010?

No.

4. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?

The Alperton Parks and Open Spaces survey 2021 was completed by 290 residents. 50% of the respondents were women and over 45% BAME groups responded to the survey. 6% of respondents said they had a disability and 48% of respondents visited the park daily. Overall, 82% of respondents indicated that their park or open space is extremely important to them.

If the funding is approved by Cabinet, then further consultation would take place with residents and local stakeholders during the design stage. The consultation process would be in line with the Council's consultation procedure which includes protected groups under the Equality Act 2010.

5. Please detail any areas identified as requiring further data or detailed analysis.

N/A

6. If, following your action plan, people impacts will or may remain, please explain how these can be justified?

N/A

7. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

The Equalities Analysis will be reviewed and updated regularly through the design stage, and consultation with residents and ward councillors will help monitor ongoing impacts.

## SECTION C - CONCLUSIONS

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

There are no adverse implications identified relating to equality issues. The park improvements would improve the quality of OTH and MP open spaces. Installation of new playground equipment's would increase young peoples' participation in physical activities, which would have physical and mental health benefits for young people living in these neighbourhoods. By improving access and upgrading walking paths in parks the Council would address health issues for people of all ages, in particular health problems associated with a lack of exercise, and ensure people of all ages are able to enjoy walking in a natural green environment, with the physical and mental health benefits that brings. The project would have potential positive impacts for group with the protective characteristics of age, race, disability, sex, pregnancy and maternity, and a neutral impact on all other protected characteristics as part of the equality act, fostering better relations within the community.

## SECTION D – RESULT

| <i>Please select one of the following options. Mark with an "X".</i> |  |   |
|--|--|---|
| <b>A</b>   | <b>CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED</b> | X |
| <b>B</b>   | <b>JUSTIFY AND CONTINUE THE POLICY/PROPOSAL</b>    |   |

|          |  |  |
|----------|--|--|
| <b>C</b> | <b>CHANGE / ADJUST THE POLICY/PROPOSAL</b> |  |
| <b>D</b> | <b>STOP OR ABANDON THE POLICY/PROPOSAL</b> |  |

### SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

| <b>Action</b>   | <b>Expected outcome</b>                                    | <b>Officer</b> | <b>Completion Date</b> |
|---|--|----------------|------------------------|
| Ensure that the Council conduct further consultation before the final design. | This will ensure residents have inputted into final design | Yaz Aboubakar  | 2023                   |
| Provide quality play equipment's / Improve open spaces                        | Reduce anti-social behaviour in the parks                  | Yaz Aboubakar  | 2023                   |
|   |  |                |                        |

### SECTION F – SIGN OFF

Please ensure this section is signed and dated.

|                           |  |
|---------------------------|--|
| <b>OFFICER:</b>           | Yaz Aboubakar, Regeneration Officer – 09/08/2023       |
| <b>REVIEWING OFFICER:</b> | Angela Chaudhry, Strategy Lead Equalities – 25/05/2023 |
| <b>HEAD OF SERVICE:</b>   | Jonathan Kay, Head of Regeneration – 14/08/2023        |