

FULL EQUALITY IMPACT ASSESSMENT

Name of Policy, Decision, Strategy, Service or Function, Other: (please indicate)	Parks and Open Spaces Service Review	
Lead Officer Name & Job Title (s):	Fiona Meechan, Director for Customers and Communities Tamzin Percival, Locality Manager	
Department/Service Area:	Customers and Communities Directorate Communities Team	
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Date Assessment:	Commenced: August 2013	Completed: On- going to January 2014

We carry out Equality Impact Assessments (EIA) to analyse the effects of our decisions, policies or practices. The EIA should be undertaken/started at the beginning of the policy development process – before any decisions are made.

1. OVERVIEW

The main aims/objectives of this policy¹ are:
As part of the on-going financial cuts the Council must undertake, this policy decision proposes changes to the Parks and Open Spaces Service as follows: <ul style="list-style-type: none"> • Continue to give the same priority to cemeteries, memorials, park frontages and gateway and town centre sites. • More use of shrubs and perennials instead of bedding plants. • Vary the amount of maintenance in each park, with the changes to be agreed in consultation with local parks groups. • Consider options for self-management for council maintained land, in consultation with local groups who use them. • Remove some areas from the grass cutting schedule to support wildflowers and insects. • Reduce the area cut on verges to 1-2m strips; and • Reduce the number of formal flower displays. <p>Further partnership work with groups who use council maintained land, members and staff will continue. Each site will be assessed and a more detailed proposals will be</p>

¹ Policy refers to any policy, strategy, project, procedure, function, decision or delivery of service.

Responsible Section/Team	Place Directorate / Communities Team	Version	1.01 Opening Draft
Responsible Author	Director for Customers & Communities; Locality Manager	Due for review	January 2014
Date last amended	09.09.13	Page 1 of 7	

brought forward in due course.

This EIA considers the impact on protected equality groups should the proposal detailed above be approved/adopted. It is based on the information available to us following the agreed consultation period.

Is the policy or decision under review (please tick)

New/proposed

Modified/adapted

Existing

The main intended people or groups that will be most affected by this policy are:

This policy affects people who live in, work in and visit Rossendale, who pass by and visit our parks and open spaces (grass verges are included).

2. FINDINGS / EVIDENCE

FINDINGS/EVIDENCE: The following information/data has been considered in developing this policy/decision (including any consultation or engagement):	
Information/data obtained and/or Consultation/engagement carried out (please state who with)	What does this tell us? / What does it say?
Rossendale Borough Council's Medium Term Financial Strategy	A forecast 51% real reduction in funding from central government over the four years to 2014/15. The Council must continue to make further cuts to meet the financial challenges it faces and cut a further £1.5m from the revenue budget by 2016/17.
Resident Survey 2013 - Making End Meet – Financial Cuts 2013 August 2013. This was send out directly to <ul style="list-style-type: none"> Rossendale's Citizen Panel (754) Community network via REAL community Database Open to all on website 	In total 403 responses were received to this combined consultation. 50% were very or quite satisfied with the overall package of measure proposed in this consultation. 26% were quite or very dissatisfied and 23% held a more neutral 'neither satisfied nor dissatisfied view. 62% of people either strongly agreed or agreed with the proposals to review the Parks and Open Spaces Service. 20% disagreed or strongly disagreed, and 16% neither agreed nor disagreed. <ul style="list-style-type: none"> Of those who agreed with the proposals, those in the 50+ age group were most likely to agree. (66%); Of those who disagreed with the proposals, those in the 60+ age group were most likely to disagree (24%); 27% of respondents stated that these proposals would have a significant or moderate impact on them or their family and this

Responsible Section/Team	Place Directorate / Communities Team	Version	1.01 Opening Draft
Responsible Author	Director for Customers & Communities; Locality Manager	Due for review	January 2014
Date last amended	09.09.13	Page 2 of 7	

was higher for those aged 40-49 (37%), those aged 60+ (33%) and those with a disability (33%);

33% of respondents said there would be a small impact, 35% said there would be no impact, and 5% said they didn't know.

In response to the question "If you feel this change would have an impact on you or your family, please tell us why below", the following responses were received from 143 respondents:

1. The area will look untidy – 37%
2. The idea is acceptable – 15% (higher for women)
3. I enjoy the floral displays – 15% (higher for women and non-disabled)
4. There is already a lack of service in this area – 12% (higher for disabled)
5. I use the parks and open spaces – 11% (higher for men and disabled)
6. The feeling of well-being will be reduced – 10%

In response to the question "Can you suggest ways in which the Council could minimise the impact of this change?", the following responses were received from 109 respondents:

1. Work with local organisations and voluntary groups – 44% (higher for disabled)
2. More use of perennials – 11% (higher for women)
3. Some points are acceptable, some are not – 9%

The equality analysis for age could not be undertaken due to the small number of responses to these questions.

From the responses given, whilst a number of respondents did not agree with the proposals, and some said that there would be an impact on them or their family, this impact was not directly related to the creation of inequalities but was related to a generally reduced service.

Responsible Section/Team	Place Directorate / Communities Team	Version	1.01 Opening Draft
Responsible Author	Director for Customers & Communities; Locality Manager	Due for review	January 2014
Date last amended	09.09.13	Page 3 of 7	

3. EQUALITY IMPACT

Overall impact on equality groups should the Parks and Open Spaces Review proposals be approved.

Equality		Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts or reasons why it will be of positive benefit or contribution)	No Impact
Age	Older people	<input type="checkbox"/>	<input type="checkbox"/>	From the responses given, whilst a number of respondents did not agree with the proposals, and some said that there would be an impact on them or their family, this impact was not directly related to the creation of inequalities but was related to a generally reduced service.	<input checked="" type="checkbox"/>
	Younger people and children	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
Disability	Physical/learning/mental health	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
Gender Reassignment	Transsexual people	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
Pregnancy and Maternity		<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
Race (Ethnicity or Nationality)	Asian or Asian British people	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
	Black or black British people	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
	Irish people	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
	White British	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
	Chinese people	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
	Gypsies & Travellers	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
	Other minority communities not listed above (please state)	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
Belief or Religion		<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
Gender	Women	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
	Men	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
Sexual Orientation	gay men, gay women / lesbians, and bisexual people	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
Marriage and Civil Partnership (employment only)		<input type="checkbox"/>	<input type="checkbox"/>	N/A	<input checked="" type="checkbox"/>
Contribution to equality of opportunity		<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>
Contribution to fostering good relations between different groups (people getting on well together – valuing one another,		<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>

Responsible Section/Team	Place Directorate / Communities Team	Version	1.01 Opening Draft
Responsible Author	Director for Customers & Communities; Locality Manager	Due for review	January 2014
Date last amended	09.09.13	Page 4 of 7	

Equality	Positive Impact (It could benefit)	Negative Impact (It could disadvantage)	Reason and any mitigating actions already in place (to reduce any adverse /negative impacts <u>or</u> reasons why it will be of positive benefit or contribution)	No Impact
respect and understanding)				
Human Rights http://intranet/site/scripts/documents_info.php?categoryID=86&documentID=251	<input type="checkbox"/>	<input type="checkbox"/>	“	<input checked="" type="checkbox"/>

Responsible Section/Team	Place Directorate / Communities Team	Version	1.01 Opening Draft
Responsible Author	Director for Customers & Communities; Locality Manager	Due for review	January 2014
Date last amended	09.09.13	Page 5 of 7	

4. OUTCOME OF EIA – COURSE OF ACTION TO BE TAKEN

What course of action does this EIA suggest you take? More than one of the following may apply	Please indicate
<p>Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken.</p>	<input checked="" type="checkbox"/>
<p>Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? If there is a negative impact identified, you must consider (and evidence/record) what mitigating actions you have or will put in place to reduce the negative impact where/if possible, and to enhance the positive impact. This might include any partnership discussions/working that needs to be undertaken. Complete EIA Action Plan as appropriate.</p>	<input type="checkbox"/>
<p>Outcome 3: Continue the policy despite potential for negative impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact. This might include any partnership discussions/working that needs to be undertaken. Complete EIA Action Plan as appropriate.</p>	<input type="checkbox"/>
<p>Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination or significant negative impact that can not be justified or mitigated against. <u>You must speak to Emma Hussain (2451) immediately.</u></p>	<input type="checkbox"/>

Responsible Section/Team	Place Directorate / Communities Team	Version	1.01 Opening Draft
Responsible Author	Director for Customers & Communities; Locality Manager	Due for review	January 2014
Date last amended	09.09.13	Page 6 of 7	

5 . EIA ACTION PLAN & REVIEW

Based on the impact assessment, findings/evidence and outcomes identified above, please complete the Action Plan below – these should be actions arising as a result of undertaking the EIA.

The Action Plan should address (not exhaustively):-

- Any gaps in findings/evidence research including any consultation or engagement regarding the policy and its actual/potential affects.
- How you will address any gaps.
- What practical changes/action will help reduce any negative impacts that you have identified.
- What practical changes/action will help enhance any positive contributions to equality.

Further Actions Required: Yes No

EIA Action Plan

Issue	Action required	Lead officer	Timescale

Please add more rows if required.

Actions arising from the Impact assessment should form part of the business planning process for service areas.

Monitoring & Reviewing the Effect of the Policy

Please state how you will monitor the impact and effect of this policy and where this will be reported:

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Responsible Section/Team	Place Directorate / Communities Team	Version	1.01 Opening Draft
Responsible Author	Director for Customers & Communities; Locality Manager	Due for review	January 2014
Date last amended	09.09.13	Page 7 of 7	