

EQUALITY IMPACT ASSESSMENT

Project Title: Central Park Improvements Programme
Natural Infrastructure Team



STAGE 1: What is being assessed and by whom?

What is being assessed - including a brief description of aims and objectives?

As part of the growth of the city and to deliver significant health and well-being for communities, Plymouth City Council has committed to undertaking a programme of improvements to Central Park.

This proposal involves a programme of improvements to deliver against PLY 19 and Policy DEV29 objectives between April 2017 and May 2018. This includes creation of:

- Welcoming gateways to the park with signage and environmental/heritage interpretation
- Comprehensive network of accessible paths for walking and cycling with multiple spots for viewpoints, seating, picnic areas
- 2 strategic play spaces for under 11s and 1 high quality strategic youth play space which includes Skate and BMX facilities
- Improvements to 4 existing allotment sites
- A new café with toilets and changing rooms
- 4 new tennis courts to Lawn Tennis Association Standards with fencing and lighting
- A variety of natural habitats including formal planting areas, arboretum, woodland, hedges and wildflower meadows
- Community and partner engagement in a co-operative and innovative way to ensure the improvements meet local and city-wide needs and help develop a sense of long term ownership, pride and care.

(Note that a new sports plateau of playing pitches in the park will also be delivered as

STAGE 1: What is being assessed and by whom?

	<p>part of a separate business case.)</p> <p>The project will be phased and a second Business case will be brought to CCIB in October 2017. The project will be led by the Natural Infrastructure team and delivered by a team of existing and new staff in the Natural Infrastructure Team together with SSW drawing on support and advice from Finance, Commercialisation and Public Health.</p>
Responsible Officer	Zoe Sydenham
Department and Service	Natural Infrastructure Team Strategic Planning & Infrastructure
Date of Assessment	19/09/2017

STAGE 2: Evidence and Impact

Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
Age	It is anticipated that the project will be open to all age groups. There would be a requirement for young children to be supported by an adult. We will actively engage families and schools	No adverse impact, all age groups will have the opportunity and will be actively encouraged to be involved.	N/A	N/A
Disability	Access to monitoring forms and networks	No adverse impact of the project. The	N/A	N/A

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
	that are developed will conform to the requirements of the Equality Act and recommended guidelines for users with a disability. Improvements will comply with the Equality Act and recommended guidelines for users with a disability	project will be accessible to all abilities.		
Faith, Religion or Belief	Christian: 58.1% Islam: 0.8% Buddhism: 0.3% Hinduism: 0.2% Judaism: 0.1% Sikhism: <0.1% No religion: 32.9%	No adverse impact The project will be accessible to all faiths, religions and beliefs.	N/A	N/A
Gender – including marriage, pregnancy and maternity	Overall 50.6% of our population are women; this reflects the national figure of 50.8%.	No adverse impact, there will be no barriers to involvement based on	N/A	N/A

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
	There will be no gender barrier to being involved in this project.	gender.		
Gender Reassignment	Access to being involved in the project will not be limited by gender reassignment.	No adverse impact, there will be no barriers to involvement based on gender reassignment.	N/A	N/A
Race	White (all): 96.1% Mixed (all): 1.3% Asian (all): 1.5% Black (all): 0.7% Other: 0.4% The project will be open to all to participate regardless of race.	No adverse impact, the project will be open to all to participate regardless of race.	N/A	N/A
Sexual Orientation –including Civil Partnership	The project will be open to all to participate regardless of sexual orientation.	No adverse impact, the project will be open to all to participate regardless of sexual orientation.	N/A	N/A

STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken		
Local Priorities	Implications	Timescale and who is responsible?
Reduce the inequality gap, particularly in health between communities.	The site is a city wide provision. It will remain free open access for all and improvements will actively encourage walking, cycling, play and sports activities for all abilities.	This is a continuation of Phase 1 of the project which started in May 2017 and delivered by the Natural Infrastructure Team.
Good relations between different communities (community cohesion).	The project will require input from all user-groups and design will embed areas for social play, team sports and communal seating/picnic/meeting areas	This is a continuation of Phase 1 of the project which started in May 2017 and delivered by the Natural Infrastructure Team.
Human Rights	<p>This service recognises Article 14 of Human Rights Act – The right to receive Equal Treatment and prohibits discrimination including sex, race, religion and economic and social status in conjunction with the Equalities Act which includes age and disability.</p> <p>All staff and service users will be treated fairly and that their human rights will be respected.</p> <p>No adverse impact on human rights has been identified.</p>	N/A

STAGE 4: The Principles of Fairness	
Principles	Comment
People should be able to access opportunity whatever their circumstances	The use and enjoyment of the Central Park is open to all.

The city should give priority to those in greatest need when it allocates resources	The project will be open to all and will give equal weight to the information provided to it by all members of society. Improvements will take into account the needs of all users and promote equality of access.
Things that make the biggest difference to people's lives should get priority when deciding where resources go	The project will ensure that the people of Plymouth will have access to high quality natural spaces, play and sports benefitting from the associated health and social benefits
The way things are done in the city matters just as much as what is done	The project will actively provide opportunity for local stakeholders to contribute to the design of sites.
Unfairness which takes time to remove needs policies for the long term	Access to and enjoyment of Central Park is open to all and is fair for all.
Preventing inequalities is more effective than trying to eliminate them	The project will work on the premise of preventing inequality within communities by providing opportunity for all to be involved.
Services should be provided 'with' people, not 'for' them	Input from the community will be vital in the delivery of this project in order to ensure the play improvements meet their needs.
The needs of future and current generations should be balanced when making decisions.	Improvements will use robust and sustainable material to ensure longevity of works for the enjoyment of current and future generations.

STAGE 4: Publication

Director, Assistant Director/Head of Service approving EqIA.

Date