

Stage 1: Scope of the Equality Impact Assessment

**** NB. It is important that your Equality Champion (See Corporate, Equality and Safeguarding on WySpace for a current list) is aware that the EIA is being undertaken, and is kept updated throughout the entire process ****

EIAs are designed to be proportionate and relevant and thus the time spent completing the EIA and the depth to which the questions are answered need to reflect the size and importance of what is being assessed

Your Equality Champion can help with completing the EIA if necessary, or guidance can be found in the Documents section of the Equality and Safeguarding page on WySpace (via the Corporate tab)

1. What is being assessed? (Title or description of the policy, strategy, service, function (this includes reports to Cabinet as appropriate)).
And who implements this policy, strategy, service or function?

Supply and installation of new play equipment at WDC owned play areas 2014 -2015

2. What is the purpose? (A short statement about its aim or objectives)

To agree the release of capital funding for the upgrade and improvement works to play areas at Rennie Close and Desborough Recreation Ground -and others in 2015.

The works include supply and installation of new play equipment. The facilities are available to all.

3. Who is affected? (The people it covers)

Members of the public and nearby residents of the Wycombe District.

4. Are there any other organisations involved in delivery? (Other agencies, Voluntary sector) If so, please list them.

No

5. What are the external drivers for change? (i.e. Legal, National Policy, Partnership, etc)

The need for the existing play areas to be improved has been identified, if the play areas do not have these improvement works carried out the play value of the area will decrease and the play area will not be accessible to all.

6. Does the service, or the way you implement it, affect the public, Members or staff directly?

Yes – the public

7. Does it affect how other services are provided?

No - once the improvement works are carried out the play areas will be subject to ongoing inspections and maintenance as covered by our existing maintenance contract.

8. Is there information e.g. survey data or complaints that suggest that it is affecting particular

groups of people? If so, how?

Yes – the play areas are open to all but aimed at children and parents.

9. Does it have employment implications? (eg Recruitment policy)

No

If you have answered 'yes' to one or more of questions 6,7,8 or 9 you will probably need to carry out a full Equality Impact Assessment immediately.

10. Using the assessment in Questions 6-9 above, should a full assessment be carried out at this time?

YES

11. If you have said NO what is the justification for your decision? (Please provide details. eg a top level assessment may need to be carried out now to meet Cabinet requirements but enough information for a full assessment isn't available at this time). If so a due date for the completion of the full EIA **MUST** be provided

Yes to 6 and 8 above.

*If the answer to Q10 is 'yes' continue with stages 2-4 . Head of Service sign off will be required after Stage 4 only and a **Word electronic copy** should be returned to the Equality Officer for publication.*

*If the answer to Q10 is 'no' the EIA will need to go through the **challenge process** to ensure that no further stages are required either at this time or ever, and needs to be sent to Claire Hook, Equality Officer for discussion and possible further explanation at claire_hook@wycombe.gov.uk. Then, if following the challenge process*

a) it is agreed with the Equality Officer that no further Stages need to be completed the Head of Service needs to sign off the assessment (below) and return a Word electronic copy it to the Equality Officer for publication.

OR

*b) it is agreed with the Equality Officer that Stages 2-4 need to be completed there is no need for Head of Service sign off until Stages 2-4 have been completed at which point a **Word electronic copy** should be returned to the Equality Officer for publication.*

12. Who undertook this assessment?

Name: Sarah Brion

Job Title: Green Space Officer

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This impact assessment was approved by the following Head of Service:

Name:

Service:

Date:

NB Heads of Service are responsible for ensuring that the EIA accurately reflects the service area and has been completed in line with the current programme.

Stage 2: Information Gathering

<p>1. Under the Equality Act we need to comply with certain General duties, These ask; What will the review or <u>change to the Service / policy etc. currently being assessed do to:</u></p>	
<p>eliminate unlawful discrimination, harassment and victimisation for any / all of the protected characteristics? (These are age, disability, gender, gender reassignment, race, religion or belief, sexual orientation, marriage or civil p'ship, and pregnancy or maternity). Also bear in mind the impact on the needs of refugees and migrants where relevant.</p>	<p>The installation of new play equipment to the play areas will improve facilities that are open to all but primarily children; the improvement will provide facilities for use by both genders and provide equipment/facilities suitable for children with disabilities.</p>
<p>advance equality of opportunity for any / all of the protected characteristics (as listed above)</p>	<p>Opportunity for all children and residents of the district to enjoy free access to play facilities.</p>
<p>foster good relations for any / all of the protected characteristics (as listed above)</p>	<p>Provide play facilities were children of all ages, genders and abilities can socialise and play together.</p>
<p>2. Have you carried out work to identify the profile of your users or do you have information that describes the profile? (Please state the main sources of information you have used to map and understand the individuals and their needs, and what this has told you about them).</p>	
<p>It is anticipated that the vast majority of users of the play areas will children and young people and their families, who are the predominate users of all the play areas in the District.</p>	
<p>3. Please describe the groups and / or mechanisms you use to engage / consult with service users, as well as a summary of the consultation findings if applicable. (Also include any relevant consultations undertaken by other organisations involved in delivery (Stage 1 Q4)). No formal consultation carried out with residents as we are carrying out works to facilities that already exist.</p>	
<p>3a. Is this ongoing? (if not please give reasons why) Yes – consultation with ward members and residents to keep them updated with the progress of the project.</p>	
<p>4. Have you done any work to understand the impacts of your service/ policy/ review on these user groups? This may include any consultation/ research / studies you have used. (If 'yes' what has this told you)?</p>	
<p>Yes the proposed improvement works would have a positive impact on the target user group.</p>	
<p>5. Is there any further consultation or research planned?</p>	<p>No</p>

If 'yes', remember to include this as an action in Stage 4

6. If there are gaps in your knowledge are there any experts/relevant groups that can be contacted to get further views or evidence on these issues?

No

6a. If Yes, please list them and explain how you will obtain their views:

N/A

Remember to include contacting them, and (if relevant), the use of their views to determine actions in Stage 4

7. Do you need to carry out further research?

No

7a. If yes give details:

N/A

If 'yes', remember to include this as an action in Stage 4

Stage 3: Making a Judgement (Analysis)

<p>1. Please state what you have done to date to take into account the needs / promote service for each of the protected characteristics with respect to this policy / procedure / function / review. (Include here past actions that have benefitted specific groups. Eg in the past you may have undertaken work to benefit a particular group who may, therefore, be excluded from this new piece of work, and this needs explaining. This section is therefore not always applicable).</p>	
Age	The play areas are aimed at children and parents.
Disability	There will be improvements to the play areas and some of the new equipment will be suitable for disabled people.
Gender	No work regarding this protected characteristic has been carried out previously
Gender reassignment	No work regarding this protected characteristic has been carried out previously
Race	No work regarding this protected characteristic has been carried out previously
Religion / belief	No work regarding this protected characteristic has been carried out previously
Sexual orientation	No work regarding this protected characteristic has been carried out previously
Marriage / civil partnership	No work regarding this protected characteristic has been carried out previously
Pregnancy / maternity	No work regarding this protected characteristic has been carried out previously
<p>2. From the information above and the description of your service state the likely positive and negative impacts for each protected characteristic. (This relates to the proposal currently being assessed)</p> <p>Also consider the wider impact - whilst low income isn't a protected characteristic in itself it might be highly relevant to the area being assessed. For example: older or younger people may well have a lower income than the middle aged population, and people with disabilities are more likely to be out of work or paid less than the general population, as are those from an ethnic minority background. And, currently, there are more single mothers than single fathers and this may mean a lower income.</p>	
Age	Positive impact for children and parents. It will enable more children and young people to enjoy the outside and play.
Disability	Positive impact – the play area improvements will provide some equipment that is suitable for children with disabilities and paths installed leading into the play areas making it accessible to all.
Gender	Positive impact – the play area will be open to both genders, previous installation of play areas has shown they are well used by both genders.
Gender reassignment	N/A – Neutral impact – no positive or negative impacts anticipated
Race	N/A – Neutral impact – no positive or negative impacts anticipated

Religion / belief	N/A – Neutral impact – no positive or negative impacts anticipated
Sexual orientation	N/A – Neutral impact – no positive or negative impacts anticipated
Marriage / civil partnership	N/A – Neutral impact – no positive or negative impacts anticipated
Pregnancy / Maternity	N/A – Neutral impact – no positive or negative impacts anticipated

Again remember to include any actions in Stage 4 as necessary.

3. Which negative impacts are:

a) Unavoidable? Please explain your answers and ensure an *action is included in Stage 4* to mitigate these wherever possible

There maybe issues with noise to local residents from the play areas, but all of our play areas comply with recommended Six Acre guidelines regarding distances from residential properties.

- Intended outcome relates to how the results of the action will be used. (for eg. If you have an action to consult please provide an intended outcome that shows what you will use the information gained for, and how this will make a real-life equality improvement for people).

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NB you will be required to provide quarterly updates on these actions to your Equality Champion until they are completed.

Confirmation that actions are agreed and EIA approved for publication:

Head of Service signature... ..

Service Area

Date

An **electronic Word version** should now be sent to the Equalities Officer for publication.

Date received by Equalities Officer... ..

NB Heads of Service are responsible for ensuring that the EIA accurately reflects the service area.