

Equality Impact Assessment

Title:	Barling Drive play area refurbishment project	
Version:	1	
Date of draft:	30.1.19	
Date approved by Equalities Group	March 2019	

Section 1A: Overview

Name of Policy, Procedure, Practice, Strategy or Service:	Barling Drive play area refurbishment project
Service, Group, Team:	Green Space & Street Scene
Equality Assessment Lead Officer:	T Walker
Head of Service	D Bramwell

1B: Please state the intended outcomes of the policy	How will you know these have been achieved? <i>What performance monitoring is in place?</i>
<p>New play area with increased play value.</p> <p>Increase in visitor numbers.</p> <p>Improved disabled access.</p> <p>New access paths.</p> <p>Accessible play equipment.</p> <p>Reduced maintenance costs.</p> <p>Improved aesthetics.</p>	<p>Accessibility and play value will be key features of the tender specification and these will be measured by a formal tender evaluation process.</p> <p>Informal monitoring of maintenance costs and visitor numbers.</p> <p>Monitoring incoming CCC's (Complaints, Comments and Complements).</p>

Section 2A: The policy. How will the policy/plan/strategy impact on residents, visitors, businesses or other agencies that we work with? *What work has been undertaken to advise these groups about the changes planned in the policy/plan/strategy?*

- New play area with increased play value.
- Increase in visitor numbers.

- Improved disabled access.
- New access paths.
- Accessible play equipment.
- Reduced maintenance costs.
- Improved aesthetics.

Details of the project will be publicised through press releases, EBC Today, and through social media.

2B: What needs is the policy/service designed to meet? *You could also refer to your current Service Plans and how the policy/service fits into EBC's Corporate Plan Priorities. How does the policy, procedure, practice, strategy or service align with Corporate Priorities*

Corporate Priorities

A clean, safe and welcoming borough Improved access

- Continue to support the provision and maintenance of high quality public spaces for all

Service Plans

- Green Space Strategy
- Play Strategy

2C: Is the service provided subject to any element of outsourcing? *Is the service delivered in part, or in its entirety by an outside company or organisation? If challenged about a service delivered on our behalf you must show that the organisation meets the expectations with regard to equalities in its customer service and recruitment and retention of staff.*

Supply and construction of the play area will be undertaken by a contractor. A formal tender process will be undertaken in line with corporate guidelines in order to select a contractor. Therefore, these requirements should be written into the corporate contract documentation.

Section 3A: Gathering Information

What equality monitoring information do you gather and how is this information used to develop services, functions and policies at the current time. *You could look at the take up of services, customer satisfaction (complaints and compliments) and enforcement action.*

Public consultation to select the most favourable play area design.

Informal monitoring of site.

Monitoring of complaints, comments and compliments.

3B: What does available data and the results of any consultations show about the take up of services? What is the impact on different groups? (qualitative and quantitative). *You could look at previous community consultation exercises, customer reviews, census data, staff feedback etc. Does your consultation identify responses by protected characteristic or identify particular community and voluntary groups that you worked with.*

Remember: by law you are required to be able to demonstrate, through data analysis and evidence, that you have considered the impact of your service on **ALL** of the relevant protected groups. This document is just a short summary of this process and a tool to help you to check that you have taken the Equality Act 2010 and the Council’s equality objectives into consideration.

The tender specification will consider people with disabilities and limited mobility and incorporate the following:-

- Provision of disabled access.
- Suitable access paths.
- Accessible play equipment.

Section 4: Impact Assessment *Here you need to analyse the needs of different groups and the possible impacts the service may have on them. How is the policy or decision likely to affect the **promotion of equality** and the **elimination of discrimination** in **each** of the groups?*

Stake Holder Group	Is this group likely to be affected in a positive way?	In what way will they be affected?	Is this group likely to be affected in a negative way?	In what way will they be affected?
Age (older people, young people)	Yes	Provision of a fully accessible and fully inclusive play area.	No	N/A

People with Disabilities (Both physical and mental impairments)	Yes	Provision of a fully accessible and fully inclusive play area.	No	N/A
Gender (Women, Men, Transgender, Transsexuals)	No	Provision of a fully accessible and fully inclusive play area.	No	N/A
Race (Black, Asian, Minority Ethnic groups. Include people whose first language is not English)	No	Provision of a fully accessible and fully inclusive play area.	No	N/A
Sexual Orientation	No	Provision of a fully accessible and fully inclusive play area.	No	N/A
Religion and belief	No	Provision of a fully accessible and fully inclusive play area.	No	N/A
Dignity, Human Rights and Socio-economic disadvantage	Yes	Provision of a fully accessible and fully inclusive play area.	No	N/A
Marriage and Civil partnerships	No	Provision of a fully accessible and fully inclusive play area.	No	N/A
Pregnancy and maternity/paternity	Yes	Provision of a fully accessible and fully inclusive play area.	No	N/A

Section 5A: Actions How will you monitor the ongoing effect of the policy/strategy/plan?	When will this be undertaken?	Expected outcomes / performance measures	Which Corporate Plan aim will this action meet?
<p>Informal monitoring of site.</p> <p>Monitoring of complaints, comments and compliments.</p>	<p>Ongoing</p>	<p>Provision of a fully accessible and fully inclusive play area.</p> <p>Positive feedback.</p> <p>Complements.</p> <p>Reduced complaints.</p>	<p>Corporate Priorities</p> <p>A clean, safe and welcoming borough</p> <p>Improved access</p> <ul style="list-style-type: none"> • Continue to support the provision and maintenance of high quality public spaces for all <p>Service Plans</p> <ul style="list-style-type: none"> • Green Space Strategy • Play Strategy

5B: If you have identified any negative impacts on any of the groups in section 4 how will you mitigate the effect?					
Negative impact	Action required to mitigate any potential negative impact	Outcome / performance measure	Lead Officer – who will the monitoring of this action be reported to?	Date that the monitoring will be undertaken, how often will it be done?	Which of the current Equality Objectives does this action meet? (State number *)
N/A					

*The objectives are:

1. **Provide a welcoming and safe place for our communities, visitors and businesses which embraces equality and is free from discrimination.**
2. **Provide relevant services that are free from discrimination and delivered in a way that is responsive and accessible.**
3. **Understand and value the diversity of our communities through community engagement**
4. **Foster an accessible and inclusive working environment for all our staff and strive to achieve a workforce that is representative and diverse.**