

Equality Impact Assessment Form

Part 1: Screening

Name of Strategy/Policy/Project/Function:

Merstham Recreation Ground
Refurbishment

Completing Officer's Name:

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Manager

Completing Officer's Telephone Number:

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Date Completed:

16th July 2020

Please send a copy of the completed form to the Equalities Group at equalities@reigate-banstead.gov.uk.

Section One: Identify Your Aims and Objectives

The purpose of an Equality Impact Assessment is to improve the work of the Council by making sure that we promote equality and do not discriminate. This method is used to ensure that individuals and teams consider the likely impact of their work on residents and take action to improve strategies, procedures, projects and functions where necessary.

What is the main purpose of this strategy?

The refurbishment of Merstham Recreation Ground aims to deliver a high-quality open space to residents with opportunities for play, active sport, contemplation and access to Nature.

List the main activities & objectives or main policy areas of this strategy

The refurbishment of Merstham Recreation Ground aims to deliver a high-quality open space to residents with opportunities for play, active sport, contemplation and access to Nature.

The improvements to the Recreation Ground include:

- Better and more appealing amenity provision for the local population, so that individual trips are more enjoyable and more frequent;
- Opportunities for health and well-being activities including sport, targeting members of the local community who suffer as a result of inactivity and related health problems;
- Connection to the local business, such as the local football club, personal trainers and other sporting and recreation-based groups, creating greater local economic prosperity and local vibrancy; and
- Provide continuation of the regeneration work undertaken to date on Portland Drive, and the wider Merstham Estate.

Who are the main beneficiaries of this strategy?

The local community and the park users.

In what way are the main beneficiaries affected by this strategy?

The local community will have:

- Better facilities for Play for all ages and capabilities with a play offer that is fully accessible.
- Better sports provision including new pavilion, access to new network of footpaths for walking and running and an outdoor gym.
- Opportunities for contemplation and contact with Nature with improved planting and biodiversity.
- Being more active, improving physical and mental health;

Section Two: Consider Data and Research

Exploring available data and conducting research will help to give an indication as to what impact the strategy will have on equality and diversity.

Where data is limited or unavailable, managers should identify this as a limitation and identify ways to overcome this. This may include contacting specialist or other external organisations, or by conducting further research of existing regional and national data.

What data is available to help direct the EIA?

Equality Information
Borough Characteristics, 2019

Mosaic (socio-economic profiling data)

Are there any gaps in data that may require further research or consultation?

We will need to understand how local people use the park, what interests they have and how best to deliver the uses to meet the local needs.

We intend in having a series of various public engagement workshops during the design stages so the local community is involved in the design of the park and can inform the final product.

Section Three: Assess The Impact on Equality Target Groups

Assess where you think the strategy could have a negative impact on any of the equality target groups i.e. where it could disadvantage them. Also consider where the strategy could have a positive impact or could contribute to promoting equality, equal opportunities or improving relations with equality target groups.

Consider the following:

- *Publicity, including design, distribution and accessible communications issues*
- *Physical access*
- *Location, geography*
- *Poverty, deprivation and social exclusion issues*
- *Employment*

- Safety
- Direct discrimination: does the strategy intentionally exclude a particular equality group? If so, is this exclusion justified? Are the strategy and its outcomes likely to be equally accessed by all (are there barriers that might inhibit access to the service for some people)?

Lack of data may make completing this section difficult but is not be a reason to halt the process. Please continue to complete this form.

Completing the table below will predict the likely impact on the target groups. You are not required to complete each box, only those that are relevant. Relevant boxes are those where there is a disproportionate or greater impact either way.

		Positive Impact	Neutral	Negative Impact	Reason
Age	Older people	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	New Park will provide opportunities for elderly to be more active with new paths, outdoor gym, areas for contemplation and new play area (child carers). New park to meet accessibility principles with seating, level access and legibility.
	Younger people & children	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	New Park will provide opportunities for children to be more active with new paths, outdoor gym, areas for contemplation and new play area.
Disability <i>Long-term health impairment includes mental health problems, asthma, heart conditions, chronic fatigue etc</i>	Physical	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	The proposals will include new paths that are accessible, with new seating to be located in appropriate locations and set at relatively close intervals to allow rest bite. Contrasting materials, colours and textures of materials will allow better identification for visual impairment.

	Sensory	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	The Park will have areas of planting and areas of biodiversity that will provide the habitats for native species of planting, insects and birds. The new Play Area will deliver a wide range of sensory experiences for children's and their carers (adults)
	Learning	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	The Play area will aim to deliver play that relates to the educational STEAM curriculum (Science, Technology, Engineering, Arts and Mathematics)
	Long-term Health Impairment	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	As above.
Gender	Women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	The impact is considered to be neutral.
	Men	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	The impact is considered to be neutral.
Gender reassignment	Trans-men and -women	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	The impact is considered to be neutral.
Marriage and civil partnership	People who are married or in a civil partnership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	The impact is considered to be neutral.
Pregnancy and maternity	Mothers or women who are pregnant	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	The works will improve accessibility to and within the Park. The new play area will deliver a meeting point for young mothers and their children.
Race <i>These categories are those used in the 2001 census</i>	Asian	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	The impact is considered to be neutral.
	Black	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	The impact is considered to be neutral.

	Mixed race	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	The impact is considered to be neutral.
	White	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	The impact is considered to be neutral.
	Chinese	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	The impact is considered to be neutral.
	Other racial or ethnic groups (specify)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	The impact is considered to be neutral.
Religion or belief <i>Consider faith groups individually and collectively</i>	Faith groups	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	The impact is considered to be neutral.
Sexual orientation	Heterosexuals, lesbians, gay men and bisexuals	<input type="checkbox"/>	<input checked="" type="checkbox"/>	Low <input type="checkbox"/> <input type="checkbox"/> High	The impact is considered to be neutral.

If you have indicated that there is a potential negative impact on any target group, are these Intentional and/or of a High Impact?

No negative impact.

Intended? i.e. can be justified in terms of legislation e.g. concessionary fares older people Yes No

High Impact? i.e. it is or may be discriminatory against one or more groups Yes No

*Is the negative impact **NOT INTENDED** and/or of **HIGH IMPACT**?*

- If **YES**, a full assessment is required. Please complete the **Equality Impact Assessment Form Part 2: Full Assessment**.
- If **NO**, complete the rest of this form. Do not ignore low impacts- these could help you to develop services in the future.

Section Four: Improvement Planning

It is important to consider any influence that the strategy is having, or could potentially have, on the individual strands of equality. The strategy should be examined for its effectiveness in:

- Promoting equality
- Eliminating discrimination
- Achieving equality

Could negative impacts be removed or minimised? Could positive impacts be improved and if so, how?

Analysis must be undertaken with the strategic objectives of the Council in mind and the questions should reflect legal requirements, the emerging Local Development Framework and population needs.

Use the table below to record how you could minimise or remove any low negative impact or improve the positive impact of the strategy.

Issue	Action
The new park aims to deliver to the local community new quality opportunities for an active, playable and social life. The risk is that the local community will not take ownership of the new park and it will not use it, or it does not meet the local needs.	To develop the new park proposals in close relationship with the residents and responding to their needs. A series of public workshops and consultation events will allow the design development to meet the local community requirements

If there is no evidence that the strategy promotes equality, equal opportunities or improved relations, could it be adapted so that it does? If so, how?

The park refurbishment will deliver a positive impact on the physical environment for everyone promotes equality and equal opportunities.

Section Five: Monitoring and Reviewing

What data do you have that monitors the impact of the strategy on protected groups?

Opportunity for targeted engagement as part of public consultation on the proposals.
Feedback will be continuously be sought once the new park is in use.

How is this data used?

To learn and improve. Adjust maintenance regime and promote small changes to meet unforeseen needs.

If there is no data, explain how you intend to continue monitoring the impact of this strategy:

n/a

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