

Equality Impact Analysis

Assessment Proforma

**EIA
Title:**

To redesign the current playground including a wheeled sports track.

- 1.0 The public sector equality duty (2011) covers the following eight **protected characteristics**:

Age, disability, ethnicity, religion or belief, sex, sexual orientation, gender reassignment, pregnancy and maternity.

The duty also covers marriage and civil partnership, but only relating to the elimination of unlawful discrimination (see below, 2.0).

- 1.1 SLDC includes “**rurality**” and “**socio-economic disadvantage**” as additional categories in its equality impact assessments. Although socio-economic status and rurality are not recognised protected characteristics under the Equality Act, people on low incomes or in rural isolation are highly likely to be affected by services that are intended to support vulnerable people.

- 2.0 **The General Equality Duty.**

SLDC, in the exercise of its functions, should:

- a. **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.**
- b. **Advance equality of opportunity between people who share a protected characteristic and those who do not.**
- c. **Foster good relations between people who share a protected characteristic and those who do not.**



Step 1

Summarise the subject and expected outcomes of this EIA.

As the title suggests the group SLDC is working with is Windermere Park For all so this project endeavours to create a park and open space for the whole community. The design will incorporate activities for children with additional needs allowing children of all ages and abilities to play together. The park will be inclusive and accessible. The environmental impact will be taken into account. The finished scheme will be sustainable and robust.

Who are your main stakeholders and list any engagement undertaken (include surveys, feedback forms, complaints, statistics etc.).

The main stakeholders for this project are the surrounding residents, businesses, visitors and all users, both existing and future, of the park. Other stakeholders include organisations such as Windermere Park for All, Windermere and Bowness Town Council, Lake District National park Authority, Continental Landscapes Limited.

Engagement undertaken with these groups include:

- Regular steering group meetings and presentations/discussions at other stakeholder meetings.
- Formal public consultation period including a drop-in session at Markesi Centre and an opportunity for people to complete the survey.
- Communications through local media to increase awareness of the scheme and understand of how people can have their say.
- Informal engagement through face-to-face meetings and email enquiries.
- Fundraising activities in the Town including an Elf Trail through the towns of Bowness and Windermere.
- Presence at the Windermere Christmas Celebration with raising awareness.

Step 2

Equality Action Plan

<p>In providing this service, what are the impacts for the following people?</p> <ol style="list-style-type: none"> 1. Age (young and old) 2. Black and Minority Ethnic 3. Disabled 4. Faith/Belief 5. Sexual Orientation 6. Gender 7. Gender reassignment 8. Pregnancy and maternity 9. Marriage and Civil Partnership 10. Socio-economic disadvantage (including rural deprivation, 'rurality') <p>(See glossary below for definitions)</p>	<p>Positive impacts</p>	<p>Negative impacts</p>	<p>Mitigating actions (to avoid negative impact):</p>	<p>Lead Officer & When</p>	<p>Complete Y/N</p>
<p>1. Age.</p>	<p>✓</p>		<p>The new design will be for a play area for 0-14 year olds but also the wheeled sports area and eventual skate park for activities for older children and adults</p>		

<p>In providing this service, what are the impacts for the following people?</p> <ol style="list-style-type: none"> 1. Age (young and old) 2. Black and Minority Ethnic 3. Disabled 4. Faith/Belief 5. Sexual Orientation 6. Gender 7. Gender reassignment 8. Pregnancy and maternity 9. Marriage and Civil Partnership 10. Socio-economic disadvantage (including rural deprivation, 'rurality') <p>(See glossary below for definitions)</p>	<p>Positive impacts</p>	<p>Negative impacts</p>	<p>Mitigating actions (to avoid negative impact):</p>	<p>Lead Officer & When</p>	<p>Complete Y/N</p>
<p>2. Disabled</p>	<p>✓</p>		<p>The playground will be designed for provide a play experience for children of all abilities. The paths will be linked to all items of equipment and both gates, wide enough for wheel chairs. The design will have elements of sensory play, imaginative and social play, physical play, but the park will also have quieter areas for rest and recuperation. Seats with arms and back rest will also be incorporated into the design. PIC boards are also included for children with Autism to be able to communicate with Parents and carers.</p>		
<p>3. Socio-economic disadvantage</p>	<p>✓</p>		<p>Free and safe local resource that all families in any income bracket can access all the time. Geared to local residents rather than the tourist sector.</p>		

Step 3

Examples of good equality practice you have put in place (For example, all venues used are accessible for people with mobility, hearing and sight impairments)

The scheme will be DDA compliant and will meet EN 1176, EN 1177 design standards. The WPFA and the Town Council will be able to comment on the design prior to the formal evaluation with the procurement officer. The evaluation criteria assess the design on inclusivity.

The council has a list of equality contacts who can be contacted for consultation or to ask advice. The list is on the intranet under Equality and Diversity. If you need any support when completing this Equality Impact Analysis, please contact the Partnerships and Funding Officer.

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EIA Author(s):	Polly Straker
Assistant Director:	N/A
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Glossary

Age: This refers to a person having a particular age (for example, 32 year-olds) or being within an age group (for example, 18-30 year-olds).

Civil partnership: Legal recognition of a same-sex couple's relationship. Civil partners must be treated the same as married couples on a range of legal matters.

Disability: A person has a disability if they have a physical or mental impairment which has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. Includes: Physical/sensory disability, mental health or learning disability.

Gender reassignment: A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing or has undergone a process (or part of a process) for the purpose of reassigning the person's sex by changing physiological or other attributes of sex.

Maternity: The period after giving birth. It is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.

Race: It refers to a group of people defined by their colour, nationality (including citizenship), ethnic or national origins. Includes, Asian, Black and White minority ethnic groups inc. Eastern Europeans, Irish people and Gypsy Travellers.

Religion or belief: "Religion" means any religion, including a reference to a lack of religion. "Belief" includes religious and philosophical beliefs including lack of belief (for example, Atheism). The category includes Christianity, Islam, Judaism, Hinduism, Buddhism, and non religious beliefs such as Humanism.

Sexual orientation: This is whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Socio-economic disadvantage: This includes people on low incomes, as well as issues around rural and urban deprivation, such as access to services and transport. Rurality should be specifically considered as South Lakeland is defined as 'Rural-80' – this means we have at least 80 percent of our population in rural settlements and larger market towns.