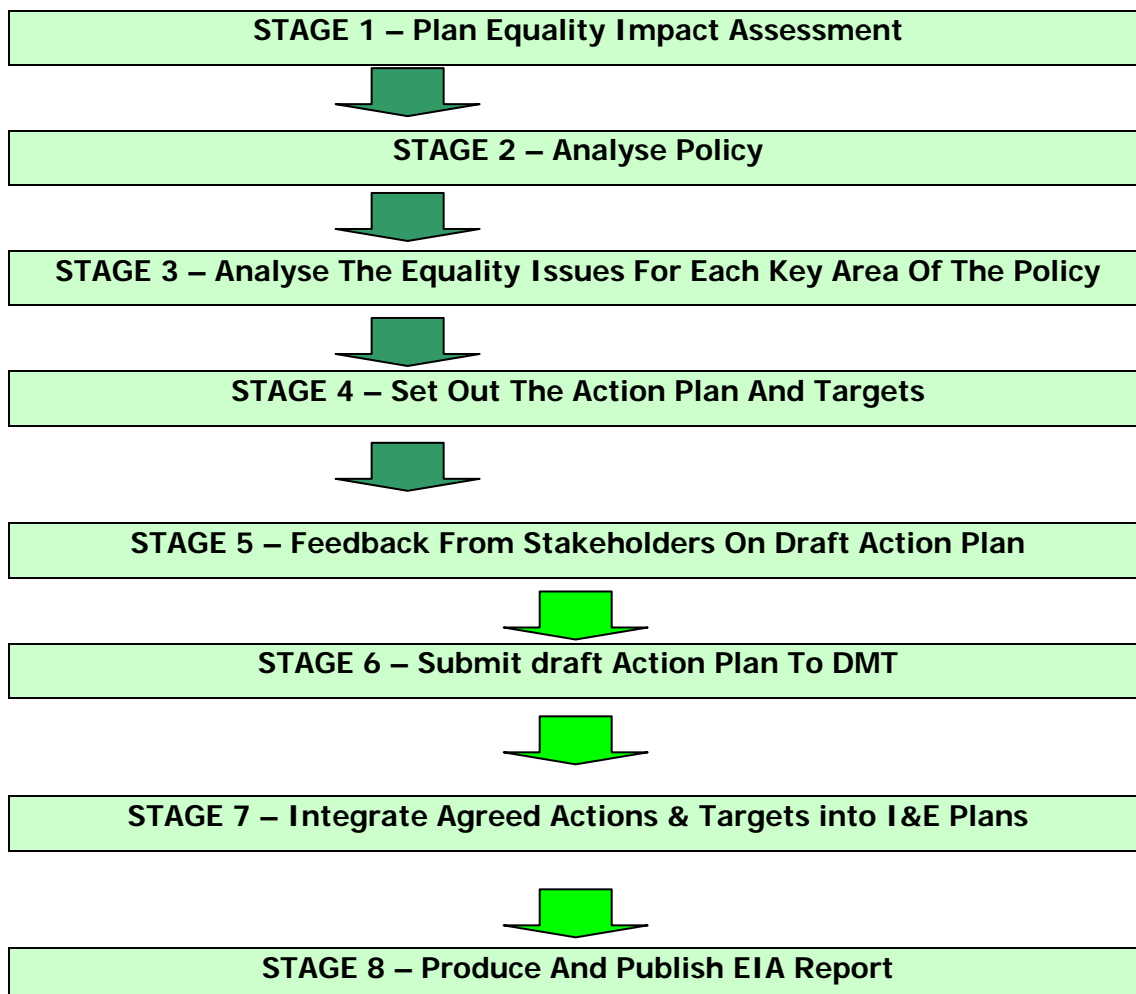


Pro forma for managing an Equality Impact Assessment



Human Resources Strategic Services
Chief Executive's Department

July 2007

STAGE 1 – PLAN EQUALITY IMPACT ASSESSMENT

1a. Title of the EIA:

Parks and open spaces

1b. What category of EIA is this? Please tick one of the following:

Part of planned work	Yes
Developing new policies	
Changing/ updating existing policies	

1c. Timetable for assessment:

Start Date	March 2007
Projected end date	March 2008
Review date	August 2010

1d. Who will do the EIA? Please complete the following table:

Name	Job Title	Roles & Responsibilities within EIA Team
Louise Simpson	Development of partnerships office	Lead officer
Linda Winder	Office resources manager	Assistance with research
Patrick Phillips	Head of Parks	Supervision of project

1e. Identify any other resources that are needed to support EIA:

- Inter-link with Friends Groups
- Voluntary Bodies
- Sports and other clubs operating in Parks
- Metropolitan police
- Bromley PCT and clients
- Parks Contractors
- Allotment holders
- Consultants and specialists
- External bodies and agencies

STAGE 2 – ANALYSE THE POLICY

2a. Briefly describe the aim of the policy:

To provide equal access for all to use Bromley Parks and Open Spaces with sensitivity for users who might find particular difficulty with access.

2b. Set out the policy objectives:

Parks and Open Spaces are available to all so that all can take advantage of the recreational and health opportunities they provide and feel comfortable in their surroundings

Matters that limit the use of the facilities by any members of the public, including minority groups, when identified, are considered for improvement as a priority.

The reputation of the Council as providing services for all is enhanced

2c. Break down the policy into its key areas:

- Access to parks and Open Spaces
- Ability of all sectors of the community to contribute to the development of facilities.
- The reputation of the Council as providing services for all is enhanced

2d. List the intended recipients of the policy:

All residents, visitors, and employees to and within Bromley.

2e. Identify partner organizations and any other departments involved in delivering the policy:

- Friends Groups
- Age Concern
- Allotments Associations
- Local clubs and societies operating in parks
- Metropolitan police
- Bromley PCT
- Parks Contractors
- External voluntary Groups
- Café and other food outlets

2f Identify and list any stakeholders concerned with the delivery of the policy:

N/A

STAGE 3 – ANALYSE THE EQUALITY ISSUES OF THE KEY AREAS OF THE POLICY

Category:	Age	Disability	Gender	Race	Religion/ Belief	Sexual Orientation
Considered in EIA?	Yes	Yes	Yes	Yes	Yes	Yes

KEY AREAS:	ALL ASSOCIATED DOCUMENTS: For example: statements, forms, supporting policies ect	EQUALITIES GAP ANALYSIS :
Access to Parks and Open spaces	<ul style="list-style-type: none"> • All work in parks follows DDA and Field Fare guidelines so that areas meet the needs of the disabled • Dog-free zones in parks to make areas more acceptable to some minorities • Playground Strategy requires that disabled play equipment is provided in mainstream play areas • Temporary funding for three years to target minorities (disabled and ethnic) (Funding subsequently discontinued). • Clear signage developed in Parks to help those with sight issues • Lack of disabled facilities in toilets in Parks • Liaison with Police on Parks Safety 	<ul style="list-style-type: none"> • Access for ethnic minorities is an nationally recognised problem since mixing in open spaces is not part of the culture of some minority groups • Adaptation programme to be raised as part of Toilets review
Ability of all sectors of the community to contribute to development of facilities	<ul style="list-style-type: none"> • Friends Groups representative of communities using parks and express neighbourhood needs • Friends Groups being trained in the use of parks by the depressed/mentally ill • Allotments subject of delegated management • Regular consultation with Parks Users • Parks Groups being trained in the use of Parks to help the mentally ill 	
The reputation of the Council as providing services for all is enhanced	<ul style="list-style-type: none"> • A – Z of Parks giving information on bus routes, toilets for the disabled, Park terrain and the like given on website • Nature trails available for the disabled 	<ul style="list-style-type: none"> • Website need to be updated to give opening times

Category:	Age	Disability	Gender	Race	Religion/ Belief	Sexual Orientation
Considered in EIA?	Yes	Yes	Yes	Yes	Yes	Yes

KEY AREAS:	QUANTITATIVE DATA: For example: monitoring information, census data, performance indicators, Borough benchmark data, customer surveys	EQUALITIES GAP ANALYSIS :
Access to Parks and Open spaces	<ul style="list-style-type: none"> • Census provides evidence of ethnic mix of population in Borough • Staff training courses (Numbers) in diversity/ disability 	
Ability of all sectors of the community to contribute to development of facilities	<ul style="list-style-type: none"> • Bids for external funding made in partnership with minority groups • Representation of minorities on Friends Groups 	
The reputation of the Council as providing services for all is enhanced	<ul style="list-style-type: none"> • Public Satisfaction with parks = 83% • Parks and open spaces are 6th in the things which Bromley residents identify as making the area a good place to live. • Charter Mark award • 1/3rd of Parks covered by Friends Groups and positive steps taken to increase groups • Youth Advisory Panel promoted to increase membership 	

STAGE 4 – SET OUT THE ACTION PLAN AND TARGETS

The equality action plan must be integrated into the performance centre improvement & efficiency plans/ service plans.

KEY AREA	EQUALITY CATEGORY	PROPOSED ACTION/TARGETS	KEY MILE STONES/TIMESCALE	WHO IS RESPONSIBLE?	RESOURCES & TRAINING REQUIRED?
KEY AREA	EQUALITY CATEGORY	PROPOSED ACTION/TARGETS	KEY MILE STONES/TIMESCALE	WHO IS RESPONSIBLE?	RESOURCES & TRAINING REQUIRED?
Access to parks and Open Spaces	Race	Active participation with bodies such as the National Trust to increase ethnic group participation	Regular updates on national developments	Louise Simpson	
Access to Parks and Open Spaces	Disability	Lack of disabled facilities in toilets to be raised through Public Toilets review	Report to PDS scheduled for May 2008.	Kevan Twohy	
Reputation of the Council	Disability	Amendments/addition to website	Web site to be reviewed September 2008	Louise Simpson	

STAGE 5 – Feedback From Stakeholders On Draft Action Plan

Stakeholder	Date consulted	Feedback	Impact on Action Plan
Departmental Equality Group	End March 2008		

STAGE 6 – Submit Draft Action Plan To DMT

Date submitted:	
Feedback:	
Changes made: (If required)	

STAGE 7 – Integrate Agreed Actions & Targets Into I&E Plans

Date complete:	
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STAGE 8 – Produce And Publish EIA Report

Date published:	
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