

EQUALITY IMPACT ASSESSMENT (EqIA)

Context

1. The Public Sector Equality Duty as set out under section 149 of the Equality Act 2010 requires Rugby Borough Council when making decisions to have due regard to the following:
 - eliminating unlawful discrimination, harassment and victimisation, and other conduct prohibited by the Act,
 - advancing equality of opportunity between people who share a protected characteristic and those who do not,
 - fostering good relations between people who share a protected characteristic and those who do not, including tackling prejudice and promoting understanding.
2. The characteristics protected by the Equality Act are:
 - age
 - disability
 - gender reassignment
 - marriage/civil partnership
 - pregnancy/maternity
 - race
 - religion/belief
 - sex/gender
 - sexual orientation
3. In addition to the above-protected characteristics, you should consider the crosscutting elements of the proposed policy, such as impact on social inequalities and impact on carers who look after older people or people with disabilities as part of this assessment.
4. The Equality Impact Assessment (EqIA) document is a tool that enables RBC to test and analyse the nature and impact of what it is currently doing or is planning to do in the future. It can be used flexibly for reviewing existing arrangements but in particular should enable identification where further consultation, engagement and data is required.
5. The questions will enable you to record your findings.
6. Where the EqIA relates to a continuing project, it must be reviewed and updated at each stage of the decision.
7. Once completed and signed off the EqIA will be published online.
8. An EqIA must accompany all **Key Decisions** and **Cabinet Reports**.
9. For further information, refer to the EqIA guidance for staff.
10. For advice and support, contact:
Aftab Razzaq, Chief Officer – Legal and Governance Aftab.razzaq@rugby.gov.uk

Equality Impact Assessment

Service Area	Leisure and Wellbeing
Policy/Service being assessed	Parks and Open Spaces – Section 106
Is this is a new or existing policy/service? If existing policy/service please state date of last assessment	Existing service
EqlA Review team – List of members	Tom Kittendorf, John Howes, Colin Horton
Date of this assessment	3 December 2023
Signature of responsible officer (to be signed after the EqlA has been completed)	Tom Kittendorf

A copy of this Equality Impact Assessment report, including relevant data and information to be forwarded to the Chief Officer – Legal and Governance.

If you require help, advice and support to complete the forms, please contact Aftab Razzaq via email: Aftab.razzaq@rugby.gov.uk

Details of Strategy/ Service/ Policy to be analysed

<u>Stage 1 – Scoping and Defining</u>	
(1) Describe the main aims, objectives and purpose of the Strategy/Service/Policy (or decision)?	To establish appropriate capital budgets for the utilisation of section 106 funding for the maintenance, improvement and development of various parks and open spaces.
(2) How does it fit with Rugby Borough Council's Corporate priorities and your service area priorities?	The services enable residents to live active and healthy lives The service promotes, encourages and celebrates diversity and inclusion to ensure Rugby is a Place where everyone feels welcome.
(3) What are the expected outcomes you are hoping to achieve?	To obtain Council approval for capital budgets to be established as per the Capital Strategy. Where applicable, identified projects will seek the views of residents through consultation of the public, relevant community organisations and Ward councillors
(4) Does or will the policy or decision affect: <ul style="list-style-type: none"> • Customers • Employees • Wider community or groups 	The projects will see the refurbishment and development of council parks and open spaces through utilisation of s106 funding. As per best practice, where appropriate public consultation is undertaken with members of the public and community groups for the development of specific sites. Organisations engaged through the process include Rugby Cycle Forum, Rugby Disability Forum, local schools within the vicinity, and community groups and associations.
<u>Stage 2 - Information Gathering</u>	
	As a minimum you must consider what is known about the population likely to be affected which will support your understanding of the impact of the policy, eg service uptake/usage, customer satisfaction surveys, staffing data, performance data, research information (national, regional and local data sources).

Appendix B

<p>(1) What does the information tell you about those groups identified?</p>	<p>The parks and open spaces are open, accessible play areas for all residents. There are considerations for users with additional needs that can be considered as part of design stage and maintaining open accessible areas.</p> <p>The public consultation network will include groups as set out above include local residents, surrounding schools and wider networks.</p>
<p>(2) Have you consulted or involved those groups that are likely to be affected by the strategy/ service/policy you want to implement? If yes, what were their views and how have their views influenced your decision?</p>	<p>British and European standards apply to the safe and inclusive design of play equipment and surfacing that fills part of the procurement standard requirements upon tendering contractors.</p> <p>These include BSEN1176, BSEN1177 and BSEN15312.</p> <p>The report seeks the establishment of the capital budget whereby projects will then be brought forward and public views sought as part of the consultation processes where appropriate.</p>
<p>(3) If you have not consulted or engaged with communities that are likely to be affected by the policy or decision, give details about when you intend to carry out consultation or provide reasons for why you feel this is not necessary.</p>	<p>Consultation will be brought forward at project development stage where appropriate.</p> <p>Small replacement items would not be applicable.</p> <p>Betony Road is subject to correct planning permission and would not be consulted as the approved plan has been given planning permission.</p>

<u>Stage 3 – Analysis of impact</u>			
<p><u>(1) Protected Characteristics</u> From your data and consultations is there any positive, adverse or negative impact identified for any particular group, which could amount to discrimination?</p> <p>If yes, identify the groups and how they are affected.</p>	RACE No impact, all play areas open and accessible	DISABILITY Considered within design principals at project stage	GENDER Considered within design principals at project stage
	MARRIAGE/CIVIL PARTNERSHIP No impact	AGE Positive Impact on children and young families	GENDER REASSIGNMENT
	RELIGION/BELIEF	PREGNANCY MATERNITY	SEXUAL ORIENTATION
<p><u>(2) Cross cutting themes</u> (a) Are your proposals likely to impact on social inequalities e.g. child poverty, geographically disadvantaged communities? If yes, please explain how?</p> <p>(b) Are your proposals likely to impact on a carer who looks after older people or people with disabilities? If yes, please explain how?</p>	No		
<p>(3) If there is an adverse impact, can this be justified?</p>	N/A		
<p>(4) What actions are going to be taken to reduce or eliminate negative or adverse impact? (this should form part of your action plan under Stage 4.)</p>	N/A		

Appendix B

(5) How does the strategy/service/policy contribute to the promotion of equality? If not what can be done?	The projects will give improvements to parks and open spaces within the borough available for children and young people.
(6) How does the strategy/service/policy promote good relations between groups? If not what can be done?	The projects identified will support the provision of leisure and play amenities across the borough and enable the continued health and wellbeing of residents.
(7) Are there any obvious barriers to accessing the service? If yes how can they be overcome?	Open to all children and families. Public consultation to be carried out to ensure the voices of residents are captured at design stage after budget approvals have been granted.

<u>Stage 4 – Action Planning, Review & Monitoring</u>																														
<p>If No Further Action is required then go to – Review & Monitoring</p> <p>(1)Action Planning – Specify any changes or improvements that can be made to the service or policy to mitigate or eradicate negative or adverse impact on specific groups, including resource implications.</p>	<p>EqlA Action Plan</p> <table border="1" data-bbox="873 938 2116 1316"> <thead> <tr> <th data-bbox="873 938 1120 1013">Action</th> <th data-bbox="1120 938 1355 1013">Lead Officer</th> <th data-bbox="1355 938 1601 1013">Date for completion</th> <th data-bbox="1601 938 1870 1013">Resource requirements</th> <th data-bbox="1870 938 2116 1013">Comments</th> </tr> </thead> <tbody> <tr> <td data-bbox="873 1013 1120 1204">Carry out public consultation as required per project</td> <td data-bbox="1120 1013 1355 1204">John Howes</td> <td data-bbox="1355 1013 1601 1204">March 2025</td> <td data-bbox="1601 1013 1870 1204">Communications</td> <td data-bbox="1870 1013 2116 1204"></td> </tr> <tr> <td data-bbox="873 1204 1120 1236"></td> <td data-bbox="1120 1204 1355 1236"></td> <td data-bbox="1355 1204 1601 1236"></td> <td data-bbox="1601 1204 1870 1236"></td> <td data-bbox="1870 1204 2116 1236"></td> </tr> <tr> <td data-bbox="873 1236 1120 1268"></td> <td data-bbox="1120 1236 1355 1268"></td> <td data-bbox="1355 1236 1601 1268"></td> <td data-bbox="1601 1236 1870 1268"></td> <td data-bbox="1870 1236 2116 1268"></td> </tr> <tr> <td data-bbox="873 1268 1120 1316"></td> <td data-bbox="1120 1268 1355 1316"></td> <td data-bbox="1355 1268 1601 1316"></td> <td data-bbox="1601 1268 1870 1316"></td> <td data-bbox="1870 1268 2116 1316"></td> </tr> </tbody> </table>					Action	Lead Officer	Date for completion	Resource requirements	Comments	Carry out public consultation as required per project	John Howes	March 2025	Communications																
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(2) Review and Monitoring
State how and when you will monitor policy
and Action Plan

Will be monitored as part of the regular monitoring of Green Space Officers.

Please annotate your policy with the following statement: