

Equalities Impact Assessment – Part 1 – Initial Screening

Details of Officer completing this form:						
Name:	Marcus Harvey	Job Title:	Head of Parks, Open Spaces and Leisure	Date:	10 th May 2021	
Dept:	Place	Service:	Environment and Operations			
What change is being proposed? Provide a brief description (and title if applicable)						
Adoption of the Enfield Blue and Green Strategy (which supersedes the now expired Parks and Open Spaces Strategy)						
Briefly summarise the key objectives and expected outcomes of the change and explain why it is needed						
The strategy sets out the long-term approach to the protection, management and expansion of the blue and green network, with an ambition to become the greenest London borough, also supporting the borough's aim to be carbon neutral by 2040.						
Does the proposal?						
Affect service users, employees or the wider community					✓	
Have a significant impact on how services are delivered					✓	
Plan to withdraw a service, activity or presence						✗
Plan to introduce a new service or activity						✗
Aim to improve access to, or the delivery of a service					✓	
Involve a significant commitment of resources					✓	
Relate to an area where there are known inequalities					✓	
If you have answered NO to <u>all</u> of the questions above then the screening process is complete and you do not need to complete Part 2 – Full Equality Impact Assessment or Part 3 – Action Plan. This decision must be signed off by our Head of Service or Equality Lead below.						
Sign off by Head of Service:						
Name:	Jon Sharkey	Signature:		Date:	10/05/21	
Please note: If equality issues are identified during the course of the policy, plan or practice development/review, the EqIA Initial Screening will need to be revisited. This may result in a full EqIA being required where it previously was not.						

If Yes answered to questions 3-6 above – please describe the impact of the change (including any positive impact on equalities) and what the service will be doing to reduce the negative impact it will have.

The Blue and Green Strategy sets out a strategic framework which supports the creation of an integrated and high-quality network of open spaces, routes, habitats, and water spaces, which promote positive health and wellbeing outcomes.

The strategy supports the blue-green infrastructure which can make a significant contribution to addressing inequalities and delivery better health outcomes. The strategy aligns closely with the recommendations of the Enfield Poverty and Inequality Commission and also permits the cross cutting theme of achieving an ‘equal Enfield’ (as outlined in the Council Plan) into practice.

Tackling Socio-economic inequality Indicate Yes, No or Not Known for each group	Communities living in deprived wards/areas	People not in employment, education or training	People with low academic qualifications	People living in social housing	Lone parents	People on low incomes	People in poor health	Any other socio-economic factor Please state;
Will the proposal specifically impact on communities disadvantaged through the following socio-economic factors?	No	No	No	No	No	No	No	No
Does the service or policy contribute to eliminating discrimination, promote equality of opportunity, and foster good relations between different groups in the community?	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Could this proposal affect access to your service by different groups in the community?	No	No	No	No	No	No	No	No
<p>If Yes answered above – please describe the impact (including any positive impact on social economic inequality) and any mitigation if applicable.</p> <p>The strategy sets out how we will work with the local community and or partners to create opportunities to get more people visiting and enjoying our parks, open spaces and water ways, improve community safety and increase the prevalence of walking and cycling.</p>								
<p>Review</p>								

How and when will you monitor and review the effects of this proposal?

Every 12 months

Equalities Impact Assessment – Part 3 – Action Plan

Title of decision/proposal:	Adoption of Green and Blue Strategy		
Team:	Place	Department:	Parks, Open Spaces and Leisure
Service manager:	Marcus Harvey		

Identified Issue	Action Required	Lead Officer	Timescale/ By When	Costs	Review Date / Comments
This EQIA may need to be reviewed in 12 months time	review document	Marcus Harvey	in 12-months time	None	May 2022

Please insert additional rows above if required

Date to be Reviewed:	May 2021
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Approval by Head of Service

Name:	Jon Sharkey	Signature:	
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On completion this form should be emailed to joanne.stacey@enfield.gov.uk and be appended to any decision report that follows.

Inclusivity

In the design and delivery of services we **must** consider:

- **People** - The behaviour of staff who deal directly with the public or are taking decisions about how to provide facilities or services to the public
- **Places** - The buildings or other places where services are delivered
- **Resources** - Advertisements and marketing, written materials e.g. leaflets, websites and internet services, telephone access and call centres.

Council staff should treat everyone with dignity and respect. This enables us to provide good customer service (not just without unlawfully discriminating but more generally) and can make complaints less likely. How staff behave towards the public in relation to their protected characteristics will be at the heart of whether the Council delivers services without unlawful discrimination, harassment or victimisation and whether it makes reasonable adjustments for disabled people.

This also applies to how services are planned. This is the point at which a decision might be made, a rule applied or a way of doing things worked out which will affect how someone accesses services. If this has a worse impact on people with a particular protected characteristic than on people who do not have that characteristic, then it will be indirect discrimination unless the decision, rule or way of doing things can be objectively justified.

Characteristics Protected under the Equality Act 2010

Sex	Sex can mean either male or female, or a group of people like men or boys, or women or girls.
Age	Age groups can be quite wide (for example, 'people under 50' or 'under 18s'). They can also be quite specific (for example 'people in their mid-40s'). Terms such as 'young person' and 'youthful' or 'elderly' and 'pensioner' can also indicate an age group.
Disability	A physical or mental condition which has a substantial and long term-impact on the ability to do normal day-to-day activities. This also covers progressive conditions, even if normal day-to-day activities can be undertaken; an individual is protected as soon as they are diagnosed with a progressive condition. The Act also covers past disabilities that an individual has recovered from.
Race	Race can mean colour, or nationality (including citizenship). It can also mean ethnic or national origins, which may not be the same as current nationality.
Religion or Belief	Religion or belief can mean any religion, for example an organised religion like Christianity, Judaism, Islam or Buddhism, or a smaller religion like Rastafarianism or Paganism, as long as it has a clear structure and belief system. The Act also covers non-belief or a lack of religion or belief.
Marriage or Civil Partnership	Marriage can either be between a man and a woman, or between partners of the same sex. Civil partnership is between partners of the same sex.
Sexual Orientation	Whether an individual is heterosexual, gay, lesbian or bisexual. This also covers how an individual choose to express sexual orientation, such as through appearance or the places they visit.
Pregnancy, Maternity or Breastfeeding	It is unlawful to treat a person unfavourably due to a past or present pregnancy. Additionally for 26 weeks following the day of the birth it is also unlawful to treat a person unfairly because they have given birth or are breastfeeding. Additionally at work it is unlawful to discriminate against a person who is pregnant, has a pregnancy-related illness or is on maternity leave.
Gender Reassignment	It is unlawful to discriminate against a person who 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. Medical intervention is not an essential part of gender reassignment. Most common definition is a person 'whose gender identity does not match the sex/gender they were assigned at birth' but it is also used as an umbrella term to include all 'gender identities,' cross-dressers and transvestites.