

Equality Impact Assessment Form

Appendix 5

[screentip-sectionA](#)

1. Document Control

Control Details:

Title:	Victoria Embankment Memorial Gardens National Lottery Heritage Fund Restoration Project.
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Department:	Resident Services
Service Area:	Public Realm Service
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Strategic Budget EIA: Y/N (Does this EIA have an impact on the budget) If yes, please include the reference number	N
Exempt from publication: Y/N (All EIA's are published on Nottingham Insight for public viewing unless specified. Exemption criteria is available on the EIA section on the Intranet)	N

2. Document Amendment Record:

Version	Author	Date	Approved
V1	Eddie curry	04/04/2021	

3. Contributors/Reviewers (Anyone who has contributed to this document will need to be named):

Name	Position	Date
Nasreen Miah	Equality & Employability Consultant	04/05/2021

4. Glossary of Terms

Term	Description
NLHF	National Lottery Heritage Fund
DDA	Disabled and Discrimination Act

[screeintip-sectionB](#)

5. Summary

(Please provide a brief description of proposal / policy / service being assessed)

The Memorial Gardens located at Victoria Embankment is a Grade II listed Historic Parks and Garden. Over 100 years has passed since the garden was created in order to provide a living memorial to those who gave their lives in the two World Wars and to provide suitable place for contemplation and relaxation for those visiting the memorial gardens. Over the years the gardens have fallen into a state of disrepair albeit the infrastructure is mainly intact some features within the garden require restoration / repair or replacement (e.g. the Queen Victoria statue and the gardens water fountain which require restoration and the War Memorial and it's under croft require both repairs and the replacement of the toilet facilities including a changing place Toilet). The project will also improve the existing café to help increase revenue through a greater footfall and improved access and new toilets. The items that are being restored or improved have been identified following detailed condition surveys. These items have then been out to public consultation order to agree consensus and help shape the final priority works to be included in the project.

The project will also provide an extensive programme of activities that will be led by a new Team Leader. The post will also help train new work placements in land based skills at the end of which the work placement's will be skilled to be able to seek further job opportunities within streetscene and grounds maintenance teams. The new Team Leader will help to coordinate maintenance operations and will also arrange and deliver a programme of events and training sessions.

To complement the council's approach to recruiting on merit and attracting a wide candidate pool as part of the Equality, Diversity and Inclusion Strategy, the opportunities will be advertised using the Council's usual recruitment platforms. In addition, we will run a targeted campaign for the Armed Forces Community to attract ex-military and service personnel to these roles. The rationale for this targeted campaign is to support our aspirations to provide opportunities for this particular group and given the restoration is particularly linked to the Armed Forces history, it is considered appropriate as part of the Heritage Lottery funding bid that members of the Armed Forces Community have an opportunity to be engaged in this work, alongside the wider on-merit recruitment process.

The project has been designed to help improve the quality of the gardens, improve its accessibility and to activate the spaces through events, work placements and additional volunteers time.

[screentip-sectionC](#)

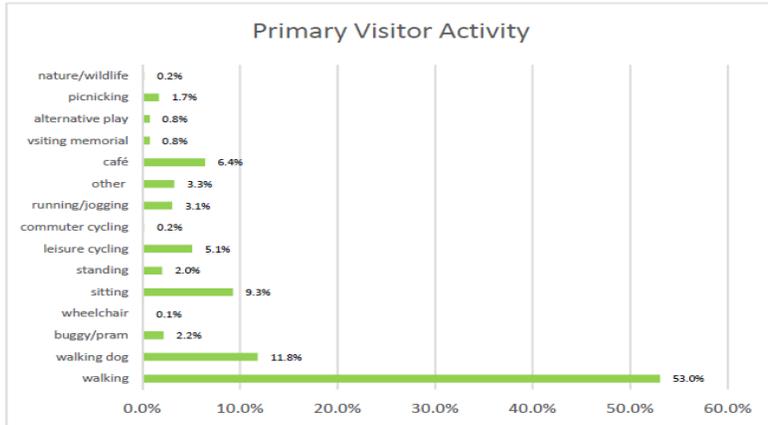
6. Information used to analyse the effects on equality:

(Please include information about how you have consulted/ have data from the impacted groups)

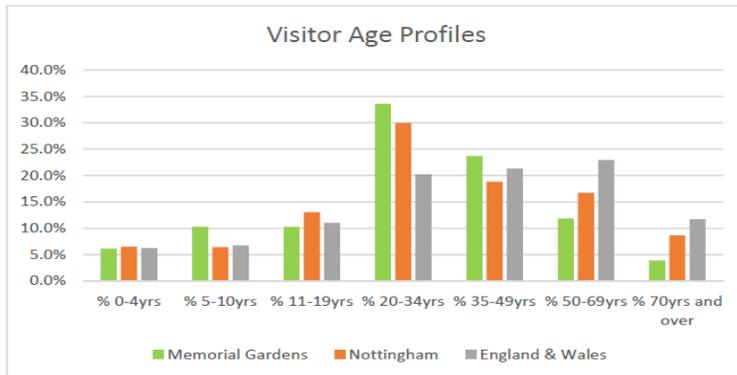
Visitor observation surveys were carried out over a total of 24 hours by volunteers from the Memorial Gardens Association (MeGA) in August, September and October 2020. These recorded the number of users in the gardens but also their age, gender, ethnic background, disability, whether they were in a group or alone and how they were using the site. a number of summaries are shown below:

- Total hours of visitor observation: 24
- Total number of visits observed: 1,465
- Weekend visits 56.2% / weekday visits 43.8%
- Male visitors 48% / female visitors 51% (Totals 99% as some data not recorded)

- 99% no observed disability / 1% observed disability

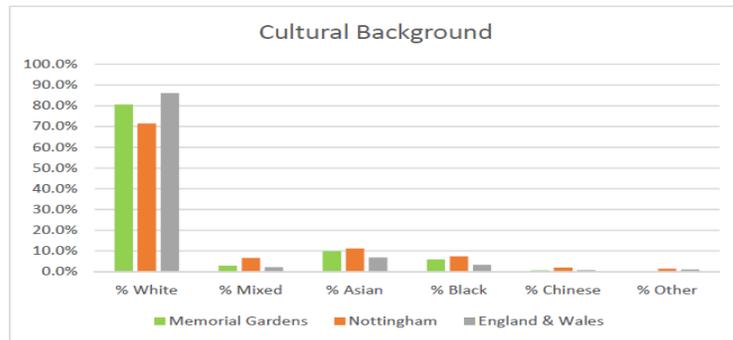


The primary visitor activity was walking (53%) with dog-walking (11.8%) and sitting (9.3%).



Most visitors fall into the 20-34 and 35-49 age brackets.

Significant differences to the Nottingham population profile were seen in the 5-10 category (higher than city) and 50+ categories (lower than City).



Most visitors (81%) are from white backgrounds with 10% Asian, 6% Black and 3% Mixed.

The surveys have identified that there is a number of under represented groups currently visiting the gardens and these groups are predominantly middle to older aged people. Using this data the project has been developed in order to increase the cultural representation and to help support the increase of more visitors who may have disability or access limitation. To improve these the project will deliver improved access ramps into the gardens and it will provide both accessible and a changing places toilet facility. The project will also improve the café facilities and it will improve the staff presence within the gardens. The recruitment of the new staff will be targeted at ex military personnel and the veteran community. The recruitment will not be exclusively focused on these communities but given the links within the project to supporting the delivery of the Armed Forces Community Covenant applicants will be encouraged from these groups. The project will also deliver a programme of education and training sessions. These sessions will be promoted within the local community in order to help improve the number of visitors from the black and ethnic minority groups.

Ongoing consultation will be carried out as the project develops. This will include further engagement with park users and community groups within the local area.

7. Impacts and Actions:

<u>screeintip-sectionD</u>	Could particularly benefit X	May adversely impact X
People from different ethnic groups.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Men	<input type="checkbox"/>	<input type="checkbox"/>
Women	<input type="checkbox"/>	<input type="checkbox"/>
Trans	<input type="checkbox"/>	<input type="checkbox"/>
Disabled people or carers.	<input checked="" type="checkbox"/>	<input type="checkbox"/>
Pregnancy/ Maternity	<input type="checkbox"/>	<input type="checkbox"/>
People of different faiths/ beliefs and those with none.	<input type="checkbox"/>	<input type="checkbox"/>
Lesbian, gay or bisexual people.	<input type="checkbox"/>	<input type="checkbox"/>
Older	<input type="checkbox"/>	<input type="checkbox"/>
Younger	<input type="checkbox"/>	<input type="checkbox"/>
<i>Please underline the group(s) /issue more adversely affected or which benefits.</i>	<input type="checkbox"/>	<input type="checkbox"/>

<p>How different groups could be affected (Summary of impacts)</p>	<p>Details of actions to mitigate, remove or justify negative impact or increase positive impact (or why action isn't possible)</p>
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Provide details for impacts / benefits on people in different protected groups.

The project will deliver a range of access improvements to the gardens.

These will include new access ramps to the gardens.

Removal of steps within the rock garden area.

New accessible toilets and also a changing place toilet facility.

The existing café will have new access ramps created and will be refurbished so it is more attractive and open more regularly.

New staff will be recruited. These staff will work in the gardens. These staff will help improve the uniformed presence within the gardens and will help provide a reassuring presence and help to keep the gardens clean and tidy.

The new team leader will help coordinate the maintenance operations and will also lead a programme of education and training programmes. These sessions will be targeted at family audiences with a particular focus on veteran groups and the underrepresented black and ethnic minority groups identified during the consultation process. The consultation process has been carried out throughout 2020/21. Due to Covid restrictions the main focus group sessions have been carried out virtually online.

These improvements have been developed following a consultation with park users and local communities. In addition focus groups have also been carried out with the Disability Access Group and a number of veteran associations.

Consultation will continue with these groups throughout the construction phase of the project.

To promote the new facilities a full communication plan will be developed and delivered in order to ensure that the local communities and underrepresented groups are aware of the improved access and new toilet facilities.

8. Arrangements for future monitoring of equality impact of this proposal / policy / service:

This EIA will be reviewed at the end of the projects construction period and before the project starts the recruitment of the new staff. This will take place no later than September 2022

9. Outcome(s) of equality impact assessment:

<input checked="" type="checkbox"/>	No major change needed	<input type="checkbox"/>	Adjust the policy/proposal
<input type="checkbox"/>	Adverse impact but continue	<input type="checkbox"/>	Stop and remove the policy/proposal

10. Approved by (manager signature) and Date sent to equality team for publishing:

Approving Manager: Eddie Curry The assessment must be approved by the manager responsible for the service/proposal. Include a contact tel & email to allow citizen/stakeholder feedback on proposals.	Date sent for advice: 4th May 2021 Send document or Link to: equalities@nottinghamcity.gov.uk
Approving Manager Signature: <i>EA Curry</i> <i>Head of Public Realm</i> eddie.curry@nottinghamcity.gov.uk <u>Tel:- 07949061135</u>	Date of final approval: 5 th May 2021

Before you send your EIA to the Equality and Employability Team for advice, have you:

1. Read the guidance and good practice EIA's
<http://intranet.nottinghamcity.gov.uk/media/1924/simple-guide-to-eia.doc>
2. Clearly summarised your proposal/ policy/ service to be assessed.
3. Hyperlinked to the appropriate documents.
4. Written in clear user-friendly language, free from all jargon (spelling out acronyms).
5. Included appropriate data.
6. Consulted the relevant groups or citizens or stated clearly, when this is going to happen.
7. Clearly cross-referenced your impacts with SMART actions.

PLEASE NOTE: FINAL VERSION MUST BE SENT TO EQUALITIES OTHERWISE RECORDS WILL REMAIN INCOMPLETE.