

Appendix 4

The Equality Impact Assessment (EIA) Tool

Please ensure you have read the [guidance pages](#) prior to completing this tool

Document Control

Control Details:	Adrienne Kelly, Green Space Development and Strategy Manager
Title of EIA/ Decision (DDM):	Greener, Heathier, Happier – Green Space Strategy
Budget booklet code (if applicable):	
If this is a budget EIA please ensure the title and budget booklet code is the same as the title used within the budget booklet	
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	Adrienne Kelly	12/03/2024
	Eddie Curry	19/03/2024

Contributors/Reviewers (Anyone who has contributed to this document to be named)

Name	Title role	Date
Rosey Donovan	Equality & Employability Consultant	19/03/3034 / 21/03/2024

Eddie Curry	Head of Green Space & Natural Environment	19/03/2024
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Glossary of Terms

Term	Description
BME	Black and Ethnic Minority Groups
FPA	Future Parks Accelerator programme
NHLF	National Lottery Heritage Fund
DHLUC	Department of Levelling Up, Housing and Communities
EIA	Equality Impact Assessment
UGF	Urban Greening Factor
LA'S	Local Authority's

Section 1 – Equality Impact (NCC staff/ Service users/ Citizen/ Community impact)

1. a. Brief description of proposal/ policy/ service to be assessed

The strategy has been enabled through the Future Parks Accelerator programme (FPA) supported by the National Lottery Heritage Fund (NHLF), the National Trust (NT) & the Department of Levelling Up, Housing and Communities (DHLUC)

Nottingham City Council delivered the FPA programme from 2019 - 2023. The programme sought to design and develop innovative approaches to equip Local Authority's (LA'S) to become more insight-led, resident focussed and crucially financially sustainable.

The results have been to embrace subtle but significant change with potential redesigns to better align resources with service priorities.

Outcomes include;

- A service with a more sustainable and secure financial future
- Managing fantastic parks and open spaces that meet the needs of local communities

- Happy healthy and engaged people
- Parks and open spaces that are protected and valued by all
- Increased biodiversity and thriving wildlife

The recent Environment Act (2021) <https://www.legislation.gov.uk/ukpga/2021/30/section/102> now includes the mandatory implementation of the upcoming Biodiversity Net Gain (BNG) <https://www.gov.uk/guidance/complying-with-the-biodiversity-duty-process> and is a statutory duty that all councils are required to adopt.

Delivering 'Greener, Healthier, Happier Nottingham' and its associated strategies including the Volunteering strategy and the emerging Tree and Woodland strategy will protect and maintain existing greenspace through the adoption of Natural England's 40% Urban Greening Factor (UGF) which will help both minimise loss and strategically deliver improved greenspace and natural environment across the city.

Other strategic benefits include climate change mitigation such as flood alleviation and improved air quality as well as public health, young people and greater inclusion and accessibility through strategies and initiatives such as Eating and Moving for Good Health, the Equality Act 2010, [Equality Act 2010 \(legislation.gov.uk\)](https://www.legislation.gov.uk/ukpga/2010/15) Child Friendly Nottingham and Make Space for Girls.

The social value of good quality parks and greenspaces over recent years has been widely recognised as a valued community asset and an essential part of the communities social / health infrastructure. The benefits of local access to nature and green spaces are recognised as being a major part of delivering improved health and well-being for our communities.

It is well documented that being in and having access to nature has multiple benefits for people. As a result of this strategy, Nottingham residents will benefit from an increased sense of wellbeing, improved health outcomes and an overall sense of pride in their city which aspires to being designated as a Nature City.

1. b. Information used to analyse the equalities implications

- In developing the strategy, the evidence base that has been used has been derived through detailed audits, consultation and data
- collation undertaken through the Future Parks Accelerator programme. Findings have provided insight to help inform the Vision, Aims Objectives of the strategy, including understanding our overall public green/blue spaces currently covering 38.1% of the city's area.

Parks Survey results:-

Gender	No	%
Female	278	60.17
Male	150	32.47
Prefer not to say	18	3.90
No entry	16	3.46

Age range	No	%
16-24	13	2.81
25-34	53	11.47
35-44	87	18.83
45-54	84	18.18
55-64	108	23.38
65-74	65	14.07
75+	15	3.25
Prefer not to say	23	4.98
No entry	14	3.03

Disability	No	%
Not disabled	365	79.00
Disabled	46	9.96
Prefer not to say	32	6.93
No entry	19	4.11

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Ethnicity	No	%
Asian - Chinese	1	0.22
Asian - Indian	1	0.22
Asian - Other	1	0.22
Asian -Pakistani	2	0.43
Black - Caribbean	1	0.22
Black - Other	1	0.22

Mixed - Other	6	1.30
Mixed - White & Asian	4	0.87
Mixed - White & Black African	2	0.43
Mixed - White & Black Caribbean	3	0.65
White - English, Welsh, Scottish, Northern Irish, British	373	80.74
White - Irish	4	0.87
White- Other	22	4.76
Afro-Caribbean	1	0.22
African Caribbean	1	0.22
English	1	0.22
Prefer not to say	24	5.19
No entry	14	3.03

The parks survey has identified that more work is needed to:-

- The survey identifies that more females are using are parks and therefore more support is needed to ensure that female safety in parks is prioritised
- Facilities and access for people with disabilities requires a more focused approach.
- the survey supports the need to engage parks users from a broader diversity of the community
- Natural Capital Accounting was also used to determine the overall annual value that Nottingham’s green and open spaces deliver for the city with £65 million per annum in health benefits to the city.
- It was also found that there are around 1.1 million visits per month to our parks and open spaces (that contain 77% of the city’s play areas), with 63% of residents visiting at least once per month.
- Over 90% of people feel their park is important to their neighbourhood with nature, climate and wider environmental benefits considered important. The summary of baseline characteristics makes recommendations for a prioritised

- approach to target critical resources to address inequalities and promote the capacity of greenspace to deliver beneficial
- ecosystem services and social purpose.
- Detailed insight has been used to create a technical document and a summarised strategic action plan from which the
- overarching vision, mission statement, aims and objectives derive.

Greener Connected Neighbourhoods

Creating green networks across every part of Nottingham including the urban greening of streets, transport corridors and wider public realm areas to extend the benefits provided by the environment across the whole city.

Resilient, climate positive places

Nottingham City Council declared a climate and ecological emergency in 2019. Our greenspaces have a vital role to play in addressing some of the impacts of climate change including flood alleviation mitigations and improvements of the city's air quality.

An activated and healthy sustainable city

Nottingham's open and green spaces located where people live and work can provide daily opportunities to experience nature connectedness whether visiting for a walk as part of a daily commute or to join in with community events.

Creating nature-rich beautiful spaces for people

We will ensure that our open and greenspaces are fit for the future and create better places for people to both enjoy and be involved through a varied engaging volunteering programme and through generating new activities and experiences reflective of our communities continuing to be relevant and responsive.

1. c. Who will be affected and how?

Impact type (NCC staff/ Service users/ Citizens/ Community)	Equality group/ individual	Positive	Negative	None	Reasons for your assessment	Details of mitigation/ actions taken to advance equality	Details of any arrangements for future monitoring of equality impact (Including any action plans)
NCC Staff/Service Users/Citizens/ Community	People from different ethnic groups	x			The new strategy aims to improve facilities will improve access and opportunities for all the community to partake in volunteering and healthy lifestyle activities. This will include improved Biodiversity, Habitats access Green and Blue infrastructure improvements Improved access alongside the delivery of a programme of targeted	The City Green spaces play a huge role in helping to improve the health and wellbeing of our citizens and improvements to the quality of life in the City The Strategy will help to create opportunities for all the community to participate in a wide range of healthy lifestyle environmental activities and it will help to improve and safeguard the natural	The Strategy will be monitored by the Greenspace development and strategy team and will be presented for regular action plan updates that will be monitored by the Greenspace Champions Group includes council officers and members of the community It is proposed that this monitoring will continue to help measure the impact of the strategy throughout the next
	Men	x					
	Women	x					
	Trans	x					
	Disabled people/ carers	x					
	Pregnancy and maternity	x					
	Marriage/Civil Partnership						
	People of different faiths/ beliefs and those with none	x					
	Lesbian/ Gay/ Bisexual people	x					
	Older	x					
	Younger	x					
Other (e.g. looked after children,	x						

	cohesion/ good relations, vulnerable children/ adults), socio-economic background. <i>Please underline the group(s) /issue more adversely affected or which benefits.</i>				Environmental activities.	environment and habitats within the City.	25years and further updates of the EIA will be produced to reflect any changes.
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1. d. Summary of any other potential impact (including cumulative impact/ human rights implications):

The new Greener Healthier Happier Green Space Strategy will enhance the focus on Biodiversity and bring about a shift in the way the services engage with all the community. This combined approach will ensure that there is greater community use of the green spaces and ensure that the spaces are managed in order to improve habitats and community facilities. Further engagement with community groups will be carried out in order to confirm a new way of working and volunteering opportunities. This EIA will be updated once the Strategy has been fully adopted and as and when projects starts to move towards delivery.

Section 2 – Equality outcome

Please include summary of the actions identified to reduce disproportionate negative impact, advance equality of opportunity and foster good relations. Please pull out all of the mitigations you have identified and summarise them in this action plan

Equality Outcome	Adjustments to proposal and/or mitigating SMART actions	Lead Officer	Date for Review/ Completion	Update/ complete
Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Equality Act 2010.	The Greenspace staff will be trained to ensure they understand the details of the Equality Act	Adrienne Kelly	12/12/2024	

Advance equality of opportunity between those who share a protected characteristic and those who don't	The opportunity for all the community to access the facility will be actively encouraged at all times. The Green Space Management team will review the strategy and will develop activity programmes to attract users from underrepresented groups	Adrienne Kelly	12/12/2024	
Foster good relations between those who share a protected characteristic and those who don't	The Green Space Management team will continue to build local partnerships and develop new opportunities to build relations between user groups - The Green Space Management team will review the strategy and site utilisation and will develop activity programmes to attract users from underrepresented groups	Adrienne Kelly	12/12/2024	
(Please add other equality outcomes as required – e.g. mitigate adverse impact identified for people with a disability)	The new strategy will help to enhance the opportunities for woman and girls to access the dedicated volunteer session and the new facilities	Adrienne Kelly	12/12/2024	

Please note: All actions will need to be uploaded onto Pentana

Section 3 – Approval and publishing

<p>The assessment must be approved by the manager responsible for the service /proposal. Approving Manager details (name, role, contact details):</p> <p>Adrienne Kelly, Green Space Development and Strategy Manager</p>	<p>Date sent for advice: 12/03/2024</p>
<p>Approving Manager Signature:</p> <p>Eddie Curry Head of GreenSpace & Natural Environment</p>	<p>Date of final approval: 22/03/2024</p>

For further information and guidance, please visit the [Equality Impact Assessment Intranet Pages](#)
 Alternatively, you can contact the Equality and Employability Team by telephone on 0115 876 2747

Nottingham City Council

Send document or link for advice and/ or publishing to: edi@nottinghamcity.gov.uk

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