

Appendix 2

H&F Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	Year 23/24 Q1
Name and details of policy, strategy, function, project, activity, or programme	AEM Masterplan Contractors Appointment The project will implement capital works and a 10 Year Management and Maintenance Plan as proposed in the AEM Masterplan for Wormwood Scrubs.
Lead Officer	Name: Vicki Abel Position: Wormwood Scrubs Development Manager Email: victoria.abel@lbhf.gov.uk Telephone No: 07826 868909
Date of completion of final EIA	03.04.23

Section 02	Scoping of Full EIA		
Plan for completion	Timing: Completion of the project by end 2024 Resources: Wormwood Scrubs Development Manager. All resources funded by HS2.		
Analyse the impact of the policy, strategy, function, project, activity, or programme	Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral, or negative impact on equality, giving due regard to relevance and proportionality.		
	Protected characteristic	Analysis	Impact: Positive, Negative, Neutral
	Age	A wide range of age groups will benefit from being able to visit and volunteer at the Scrubs.	Positive
	Disability	The needs of disabled users will be considered from the outset. The Scrubs is not the most accessible of our open spaces but the project will include for firm surfaced paths to help the less mobile access the site.	Positive

	Gender reassignment	The project will be positive for all genders. The Scrubs is a public open space that anyone has the right to use.	Positive
	Marriage and Civil Partnership	The project will be of equal benefit for married people, single people and those in a civil partnership. The Scrubs is a public open space that anyone has the right to use.	Positive
	Pregnancy and maternity	The project will be of benefit to people that are pregnant or on maternity leave. The Scrubs is a public open space that anyone has the right to use.	Positive
	Race	The project will be of benefit to all races. The Scrubs is a public open space that anyone has the right to use.	Positive
	Religion/belief (including non-belief)	The project will be of benefit to all religions and beliefs. The Scrubs is a public open space that anyone has the right to use.	Positive
	Sex	The project will be of equal benefit to all sexes. The Scrubs is a public open space that anyone has the right to use.	Positive
	Sexual Orientation	The project will be benefit to all regardless of sexual orientation. The Scrubs is a public open space that anyone has the right to use.	Positive
Human Rights or Children's Rights If your decision has the potential to affect Human Rights or Children's Rights, please contact your Equality Lead for advice Will it affect Human Rights, as defined by the Human Rights Act 1998? No Will it affect Children's Rights, as defined by the UNCRC (1992)? No			

Section 03	Analysis of relevant data Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.
Documents and data reviewed	Consultation report
New research	N/A

Section 04	Consultation
Consultation	Details of consultation findings (if consultation is required. If not, please move to section 06)
Analysis of consultation outcomes	Consultation has taken place with key stakeholders including The Wormwood Scrubs Charitable Trust, and the Friends of Wormwood Scrubs along with consultation events to engage with local residents. Officers will continue to consult with Friends groups, residents and stakeholders to build community cohesion in the development of ecological improvements on the Scrubs.

Section 05	Analysis of impact and outcomes
Analysis	Findings from consultation have been incorporated into the proposals in the Masterplan.

Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	The project will actively seek to engage with volunteers from all sectors of the community.

Section 07	Action Plan
Action Plan	Note: You will only need to use this section if you have identified actions as a result of your analysis

	Issue identified	Action (s) to be taken	When	Lead officer and department	Expected outcome	Date added to business/service plan

Section 08	Agreement, publication and monitoring
Senior Managers' sign-off	Name: Steve Hollingworth Position: Assistant Director, Leisure, Sport & Culture Email: stephen.hollingworth@lbhf.gov.uk Telephone No: 07823534934 Considered at relevant DMT: yes
Key Decision Report (if relevant)	Date of report to Cabinet/Cabinet Member: XX / XX / XX Key equalities issues have been included: Yes/No
Equalities Advice (where involved)	Name: Position: Date advice / guidance given: Email: Telephone No: