

Equality Impact Analysis Initial Screening Tool with Guidance

Overview

This Tool has been produced to help you analyse the likelihood of impacts on the protected characteristics – including where people are represented in more than one – with regard to your new or proposed policy, strategy, function, project or activity. It has been updated to reflect the new public sector equality duty and should be used for decisions from 5th April 2011 onwards. It is designed to help you determine whether you may need to do a Full EIA. If you already know that your decision is likely to be of high relevance to equality, and/or be of high public interest, you should contact the Opportunities Manager, as s/he may recommend moving directly to a Full EIA.

General points

1. 'Due regard' means the regard that is appropriate in all the circumstances. In the case of controversial matters such as service closures or reductions, considerable thought will need to be given the equalities aspects.
2. Wherever appropriate, and in all cases likely to be controversial, the outcome of the EIA needs to be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.

Timing, and sources of help

Case law has established that having due regard means analysing the impact, and using this to inform decisions, thus demonstrating a conscious approach and state of mind ([2008] EWHC 3158 (Admin), [here](#)). It has also established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, through to the recommendation for decision. It should demonstrably inform, and be made available when the decision that is recommended. This tool contains guidance, and you can also access guidance from the EHRC [here](#). If you are analysing the impact of a budgetary decision, you can find EHRC guidance [here](#). Advice and guidance can be accessed from the Opportunities Manager: PEIA@lbhf.gov.uk or ext 3430.

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Section 01	Details of Initial Equality Impact Screening Analysis			
Financial Year and Quarter	2011/12 4 th quarter & 2012/13			
Name of policy, strategy, function, project, activity, or programme	Parks Capital Projects 2011/12 and 2012/13			
Q1 What are you looking to achieve?	The aim is to deliver the aims of the Parks & Open Spaces strategy to improve the quality of life for all people in Hammersmith and Fulham through the provision of award winning parks and open spaces that are clean, green, safe and sustainable.			
Q2 Who in the main will benefit?	The present and future users of the borough's parks & open spaces, including local residents of all ages will benefit from the projects.			
	Age	<p>The borough's parks & open spaces are open to all age groups.</p> <p>New playground facilities will cater to a wider age range of age groups than is currently the case, as this will increase from 0 to 15 years.</p> <p>Improvements to paths at Eel Brook Common and other sites listed in the assets survey will enable people with mobility difficulties linked to age move around parks and open spaces more easier.</p>	L	+
	Disability	<p>Improvements to paths, improved paving surfaces and modern accessible gates will enable people with mobility difficulties linked to age move around parks and open spaces more easier.</p> <p>The playgrounds will be accessible to disabled children with several facilities catering to a range of disabled needs however, not all equipment will be suitable for all abilities. Radar key locks will be incorporated where necessary. Inclusive play equipment is being incorporated in the schemes including wheelchair accessible roundabouts, sand play, double width</p>	H	+

		slides and imaginary play. Sites are designed to be inclusive but not all equipment in each site is suitable for all children. All levels of ability are catered for.		
	Gender reassignment	The projects are of low relevance to, and will have a neutral impact on, this protected characteristic. Parks & Open Spaces are public open space that anyone has the right to use.	L	/
	Marriage and Civil Partnership	The projects are of low relevance to, and will have a neutral impact on, this protected characteristic. Parks & Open Spaces are public open space that anyone has the right to use.	L	/
	Pregnancy and maternity	The improvements to paths mean parks will be more accessible to those with reduced mobility, which may be the case during the latter stages of pregnancy, and also to those with small infants. The improvements will be of medium relevance to, and have a positive impact on, this protected characteristic	M	+
	Race	The projects are of low relevance to, and will have a neutral impact on, this protected characteristic. Parks & Open Spaces is a public open space that anyone has the right to use.	L	/
	Religion/belief (including non-belief)	The project do not affect any religion or belief or alter current provisions, and so it is of low relevance to, and will have a neutral impact on, this protected characteristic. The parks & open spaces are public open space that anyone has the right to use.	L	/
	Sex	The play improvements will be positive for those with caring responsibilities, who are more likely to be women, who may use the parks & open spaces to take out their children, for example. The parks & open spaces are public open space that anyone has the right to use.	M	+
	Sexual Orientation	The projects are of low relevance to, and will have a neutral impact on, this protected characteristic.. The parks & open spaces are public open space that anyone has the right to use.	L	/
<p>Human Rights and Children's Rights 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)?</p>				

	<p>Yes. It will have a positive impact on the following, especially those in bold:</p> <ul style="list-style-type: none"> ▪ The right to life, survival and development ▪ Health and welfare rights, including rights for disabled children, the right to health and health care, and social security ▪ The right to education, leisure, culture and the arts
<p>Q3 Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?</p>	<p>Yes</p> <p>Improvements will improve access around certain parks & open spaces, and will be particularly positive for children, disabled adults and children (although not all equipment will be accessible), pregnant women and those with small infants, and those with caring responsibilities (more likely to be women). Further, this builds very strongly on the RSD action from the DES (Disability Equality Scheme, no 43), which aimed to redevelop at least two park play areas to be fully accessible for disabled children. When complete, this will make a further 4 park play areas accessible, and not only two as per the original commitment.</p>
<p>Q4 Does the policy, strategy, function, project, activity, or programme actually or potentially contribute to or hinder equality of opportunity, and/or adversely impact human rights?</p>	<p>No</p>