



EQUALITY IMPACT ASSESSMENT (EIA)

[Tachbrook Country Park]

Service plan being assessed: Tachbrook Country Park
Business Unit/Service Area: Neighbourhood Services

Is this a new or existing service?

New Country Park

EIA Review team – list of members:

Mary Anna Fowler, Ruth Hÿtch

Do any other Business Units/Service Areas need to be included?

Green Spaces will provide Ranger staffing once the park is open to the public

Date of assessment: 10/01/2021

Are any of the outcomes from this assessment likely to result in complaints from existing services users, members of the public and/or employees?

*If **YES** please let your Head of Service and the Customer Relations Team know as soon as possible.*

YES / NO

DETAILS OF SERVICE/POLICY/STRATEGY/PRACTICE/PLAN

Scoping and Defining

1. What are the aims, objectives and outcomes of the service?

- To create a country park adjacent to housing at Bishop's Tachbrook
- To provide green space for informal recreation
- To provide opportunities for habitat creation
- To provide flood alleviation
- To provide walking and cycling links between parts of the local community.

2. Who are the customers?

Local residents, visitors to the country park, maintenance staff and prospective vendors running the refreshment centre.

3. How has equality been considered in the development or review so far?

The country park is being developed as universal service, to which all citizens will have access. Plans have been adapted to include the provision of a 2km 'accessible to all' circular loop to make provision for used with mobility issues.

4. What is the reason for the change/development?

The Warwick District Local Plan 2011-2029 includes policy DS13 to allocate land for a country park.

5. How does it fit with Warwickshire County Council's wider objectives?

The Council's **Fit for the Future** Strategy is designed to deliver the Vision for the District of making it a Great Place to Live, Work and Visit. Tachbrook Country Park is one of the Council's Key projects. The country park will provide access to open space in an area where there is current deficiency, providing opportunity for local communities to be active outdoors. Community food growing spaces will be provided which give the opportunity for communities to collaborate in growing efforts, increasing community cohesion. Food growing areas will also contribute to reduced carbon emissions by reducing food miles. New tree planting areas within country park landscape will, in time, contribute to carbon capture and improved air quality.

6. Why might it be important to consider equality and the protected characteristics?

Protected characteristics must be considered during development to ensure that indirect discrimination does not result. Planning considerations may need to be given to ensure inclusion within the country park's design.

Information Gathering

7. What sources of data have you used?

Tachbrook Country Park public consultation document March 2020 - June 2020

LSOA data for Bishops Tachbrook North and Warwick Gates -

<https://data.warwickshire.gov.uk/population/report/view/55a2ea81aff34bd989be1e6c99cce014/E01031259/>

LSOA data for Bishops Tachbrook South - <https://data.warwickshire.gov.uk/population/report/view/55a2ea81aff34bd989be1e6c99cce014/E01031260/>

NB: while population data within the LSOA report is from 2019, data on ethnicity, marital status and religion is from the 2011 census and therefore does not take into account shifts resulting from population influx as a result of the new housing developments. Analysis of ethnicity and religion will use data from the public consultation responses.

8. What does the data you have tell you about your customers and about protected equality groups?

The local area has a higher proportional of young people **and a below average proportion of BAME residents** than the national average.

8.1% of respondents to the consultations identified as living with a disability.

9. What do you need to know more about?

There is no data on sexual orientation, gender reassignment or marital status. These protected characteristics have been assessed to be unaffected by the development of a country park

10. How could you find this out and who could help you?

N/A

Engagement and Consultation

11. Who have you consulted with from protected equality groups?

As part of the preparation of a planning application for the development of the country park in Leamington Spa, Warwick District Council undertook a consultation between March 30th 2020 and June 30th 2020. This consultation provided

opportunities for the community and stakeholders to provide feedback on the proposals in advance of the submission of the application. This was open to all.

12. Who else could you consult with?

Looking to the future, it would be beneficial to consult local BAME communities about their use of outdoor spaces, in order to tailor user engagement outreach programmes. This is most relevant once the country park is under construction / close to inauguration, rather than at the infrastructure planning stage. The Equalities Impact Assessment is a working document and will be revisited as appropriate.

13. Who can help you to do this?

Warwick District Council are working in partnership with Bishop's Tachbrook Parish Council towards the delivery of the country park and will utilise their local knowledge for advice about other relevant community groups which may be consulted. This will be coordinated via Warwick District Council's Communications Team. There is also likely to be opportunity to use links with the new school to organise outreach activities.

Monitor and Evaluate

14. Who have you consulted with from protected equality groups?

Please see table over page.

15. Analysis of impact and potential actions:

Protected characteristics from the Equality Act 2010	What do you know? Summary of data about/feedback from your service-users and/or staff	What does this mean?		What can you do? All potential actions to: <ul style="list-style-type: none"> Eliminate discrimination/mitigate negative impact Advance equality of opportunity Foster good relations
		Positive impacts identified (<i>actual and potential</i>)	Negative impacts identified (<i>actual and potential</i>)	
Age	Age 0-15 = 24.4% Age 16-24 = 62.2% Age 65+ = 13.4% Local area has a higher proportional of young people than the national average	- New provision for play facilities for young people. - Opportunity for intergenerational cohesion within community growing areas.	Potential accessibility issues for elderly people with mobility issues.	- Multiple sites for play facilities, play for different age ranges to be considered within the detailed design phase. - See below for provisions for those with mobility / stamina issues - Active communication about food growing areas to enhance opportunity across generations.
Disability	8.1% of respondents to the consultations identified as living with a disability. Mobility issues and reduced physical capability made up the highest proportion of this, followed by mental illness, hearing and vision issues respectively.	- New local provision advances the opportunity to access outdoor space for all. - Regular interaction with outdoor space can have a mental health benefit	Designated site has some steep slopes which may cause access issues to some areas of the Country Park.	- Accessible toilet facility to be installed. - Country park will be planned to advance opportunity for disabled users. This includes reducing path gradient, where possible. As some gradients are unavoidable, the plan has identified a 2km 'Accessible to All' circular trail for those who may struggle to access the whole of the Country Park. - Periodic benches will be installed throughout the park for those with reduced stamina. - Smaller volume parking provision is planned, away from the main entrance, to allow those with mobility issues to access a greater area of the country park. - Hearing loop to be installed within refreshment centre. - Braille to be included on interpretation throughout the Country Park
Sex	Gender division is approximately in line with the national average		Male parents/guardians access to baby change facilities.	Baby change facilities are planned to be gender neutral, to service male and female guardians equally.
Race	Both the census and survey data identified a lower than national average proportion of BAME population	Provision of new community space provides the opportunity for increased community cohesion	BAME communities are recognised to be under represented in the use of outdoor space nationally. There is potential that local BAME communities	- Communication about the facility will be inclusive of all communities - Opportunity to advance equality via active outreach to BAME communities e.g. volunteering opportunities.

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			may feel that spaces are 'not for them'	
Religion or belief	LSOA data (2011 census) 57.6% Christian 22% No religion 7.7% Sikh 2.5% Hindu 0.9% Buddhist 0.3% Jewish 0.3% Other religion	- Provision of new community space provides the opportunity for increased community cohesion - Opportunity for interfaith cohesion within community growing areas.		- Ensure that franchise contractor for refreshment centre provides suitable options for those of all faiths/beliefs
Gender Re-assignment	No data available			- Eliminate the potential for discrimination by providing gender neutral toilet facilities.
Pregnancy and Maternity	No data available	- New local outdoor space can provide an opportunity to maintain exercise through pregnancy	Potential accessibility issues for pushchairs and expectant mothers	-Ensure that franchise contractor adopts a breastfeeding friendly policy. -Inclusion of baby change facilities - Buggy friendly paths: the country park will be planned to optimise accessibility for all. This includes reducing path gradients, where possible. However, some gradients are unavoidable. The plan has identified a 2km 'Accessible to All' circular trail for those who may struggle to access the whole of the Country Park.
Sexual orientation	No data available	n/a	n/a	n/a
Marriage and Civil Partnership <i>(Note: only in relation to due regard to eliminating unlawful discrimination)</i>	n/a	n/a	n/a	n/a

Outcomes of Equality Impact Assessment

Action	Timescale	Responsibility
Accessible toilet facility to be installed.	Planning phase	Mary Anna Fowler
Gender neutral toilet facilities.	Planning phase	Mary Anna Fowler
Gender neutral baby change facilities	Planning phase	Mary Anna Fowler
Implementation of a 2km 'Accessible to All' circular trail	Planning phase	Mary Anna Fowler
Keep path gradients to a minimum, where possible.	Planning phase	Mary Anna Fowler
Periodic benches to be installed throughout the park	Detailed / tendering phase	Mary Anna Fowler
Smaller volume parking provision to allow those with mobility issues to access a greater area of the country park.	Planning phase	Mary Anna Fowler
Braille to be included on interpretation throughout the Country Park	Tendering / construction phase	Mary Anna Fowler
Hearing loop installed within refreshment centre.	Tendering / construction phase	Mary Anna Fowler
Different age ranges to be considered for play facilities within the detailed design phase.	Detailed / tendering phase	Mary Anna Fowler
Ensure that café franchise contractor provides suitable options for those of all faiths/beliefs	Tendering phase	Mary Anna Fowler
Active communication across generations about food growing opportunities	Inauguration	Mary Anna Fowler
Seek opportunities to outreach to BAME communities e.g. volunteering	Construction + inauguration maintenance phases	Mary Anna Fowler

Date of next review: 11/06/2021

Name and signature of Officer completing the EIA:

Mary Anna fowler 10/01/2021

Name and signature of Head of Service:

Enter name here.

NEXT STEPS: Once completed, share the document with your Head of Service to gain their signature.