

## Appendix 1D Appendix C

### Initial Equality Analysis (EIA) Resident/Service User

<b>1. Details of function, policy, procedure or service:</b>	
<b>Title of what is being assessed:</b> Victoria Park, Finchley - Masterplan	
<b>Is it a new or revised function, policy, procedure or service?</b> The masterplan proposes new facilities in the park as well as a refresh of existing facilities.	
<b>Department and Section:</b> Environment Commissioning Group	
<b>Date assessment completed:</b> 17 October 2018	
<b>2. Names and roles of people completing this assessment:</b>	
<b>Lead officer</b>	Nicola Cross, Strategic Lead - Clean and Green
<b>Other groups</b>	N/A
<b>3. Employee Profile of the Project</b>	<p><b>Will the proposal affect employees?</b> Yes</p> <p>The proposals will have a minor impact on grounds maintenance employees who work in the park, as there will be new areas in the park such as a nature garden, that will require maintenance.</p>

<b>4. How are the following equality strands affected?</b> <i>Please detail the effect on each equality strand, and any mitigating action you have taken / required. Please include any relevant data. If you do not have relevant data please explain why / plans to capture data</i>			
<b>Equality Strand</b>	<b>Affected?</b>	<b>Explain how affected</b>	<b>Indicate what action has been taken / or is planned to mitigate impact?</b>
<b>1. Age</b>	Yes	Individuals may be affected by the master plan as new playgrounds have been proposed as well as a new multi use games area.	No further action is being taken as the new facilities will be a positive improvement to the park.
<b>2. Disability</b>	Yes	Individuals with a disability may be affected by the proposals to have a new reflection garden which will include a sensory garden. The existing sensory garden which is in a less accessible place will be removed. Individuals may	No further action is being taken as the new facilities will be a positive improvement to the park.  It is likely that the new toilets will be open for less time than the existing toilets but they will be better maintained,

		<p>also be affected by the proposal to resurface paths where root heave has led to an uneven surface and trip hazard.</p> <p>Individuals may be affected by the proposal for a new café and toilets, and the closure of the existing toilets.</p>	therefore no further action is being taken.
<b>3. Gender reassignment</b>	No	No anticipated impact.	No change.
<b>4. Pregnancy and maternity</b>	No	Individuals may be affected by the proposal for a new café and toilets, and the closure of the existing toilets.	It is likely that the new toilets will be open for less time than the existing toilets but they will be better maintained, therefore no further action is being taken. In addition the toilets will be closer to the younger playground.
<b>5. Race / Ethnicity</b>	No	No anticipated impact.	No change.
<b>6. Religion or belief</b>	No	No anticipated impact.	No change.
<b>7. Gender / sex</b>	No	No anticipated impact.	No change.
<b>8. Sexual orientation</b>	No	No anticipated impact.	No change.
<b>9. Marital Status</b>	No	No anticipated impact.	No change.
<b>10. Other key groups?</b> <ul style="list-style-type: none"> <li>• Carers</li> <li>• People with mental health issues</li> <li>• Some families and</li> </ul>	No	No anticipated impact.	No change.
	No	No anticipated impact.	No change.
		Individuals may be	It is likely that the new

<b>lone parents</b>	No	affected by the proposal for a new café and toilets, and the closure of the existing toilets.	toilets will be open for less time than the existing toilets but they will be better maintained, therefore no further action is being taken. In addition the toilets will be closer to the younger playground.
<ul style="list-style-type: none"> <li>• <b>People with a low income</b></li> </ul>	No	No anticipated impact.	No change.
<ul style="list-style-type: none"> <li>• <b>Unemployed people</b></li> </ul>	No	No anticipated impact.	No change.
<ul style="list-style-type: none"> <li>• <b>Young people not in employment education or training</b></li> </ul>	No	No anticipated impact.	No change.

**5. Please outline what data sources, measures and methods could be designed to monitor the impact of the new policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact?**

*Include how frequently monitoring could be conducted and who will be made aware of the analysis and outcomes*

The proposed Victoria Park masterplan has been designed by Groundwork London following an eight week public consultation on the draft masterplan which included eight pop up events in the park where the consultation was promoted. The masterplan includes a range of changes which are listed in priority order and the available funding will be allocated in that order. It is anticipated that all of the funding will be spent by March 2020, and therefore all works which are going to be carried out at the park will be completed by March 2020.

No information is currently obtained or held on who uses Victoria Park. As there is no data on park users it will not be possible to assess the scale of the impact or the nature of the impact until such time as data is gathered on park users, this could be undertaken via a survey once all the changes that can be afforded have been made at the park or alternatively after significant changes have been made such as the installation of the new toilets and the closure of the new toilets. The results of these surveys could be reported to a future meeting of the Environment Committee. It is not necessary to collect data on who uses Victoria Park in the development of the draft master plan as it is not expected to affect the council's view of the impact on any of those with protected characteristics as an extensive public consultation has been carried out during the development of the draft master plan.

**6. Initial Assessment of Overall Impact**

<b>Positive Impact</b>  √	<b>Negative Impact or Impact Not Known<sup>1</sup></b>	<b>No Impact</b>
<b>7. Scale of Impact</b>		
<b>Positive impact</b>	<b>Negative Impact or Impact Not Known</b>  √	

<b>8. Outcome</b>			
<b>No change to decision</b>  √	<b>Adjustment needed to decision</b>	<b>Continue with decision (despite adverse impact / missed opportunity)</b>	<b>If significant negative impact - Stop / rethink</b>

<b>9. Please give a full explanation for how the initial assessment and outcome was decided.</b>
<p>The Council's Strategic Equalities Objective is: that citizens will be treated equally, with understanding and respect, and will have equal access to quality services which provide value to the tax payer.</p> <p>The proposed Victoria Park masterplan has been designed by Groundwork London following an eight week public consultation on the draft masterplan which included eight pop up events in the park where the consultation was promoted.</p> <p>No information is currently obtained or held on who uses Victoria Park. The initial assessment has therefore been carried out based on observations and conversations that took place during the public consultation. The initial assessment is that there will be a positive impact. However as there is no data on park users it will not be possible to assess the scale of the impact or the nature of the impact until such time as data is gathered on park users, this could be undertaken via a survey once all the changes that can be afforded have been made at the park.</p>

<sup>1</sup> 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.