

# Equalities Analysis Assessment

## 1. Proposal Summary Information

EAA Title	Creation of a Regional Park
Please describe your proposal	The council has an ambition to create a Regional Park by cohesively connecting a number of existing parks, green spaces and golf courses. The project is in its formative stages but the Cabinet paper defines the Statement of Ambition and Vision Statement and the authorisation to develop a detailed business case over the forthcoming 9 months. The council has a number of golf courses in its ownership that could contribute to the successful delivery of the park. Due to its central location, adjacency to other green open spaces and current financial performance Perivale Park Golf Course has been identified, subject to consultation, for potential closure and transform it into a new publicly accessible park.
Is it HR Related?	Yes
Corporate Purpose	Cabinet Report Decision

### 1. What is the Policy looking to achieve? Who will be affected?

*(i.e. Please provide an overview of the aims, objectives and desired outcomes of what you are proposing. Who currently uses the service that will be affected by your proposal? Who will be affected by any changes? What are their current needs? Please add your data here.)*

The Policy is designed to support the Council Plan objective to create ten new parks and open spaces, to increase the size of the tree canopy and respond to the key priorities of fighting inequality, tackling the climate crisis and creating good jobs. There is also the opportunity for the Regional Park to support the achievement of the outcomes of the Indoor and Outdoor Sports Facility Strategy 2022-2031 relating to improved health and increased physical activity levels.

The Borough population is projected to grow by over 38,000 to 398,000 by 2031 with an expected increase in demand for access to informal outdoor activities to improve health and well-being. It is therefore anticipated that all residents of the Borough will potentially benefit from the project.

The users and employees of Perivale Park Golf Course will be directly affected by the proposed plan.

### 2. What will the impact of your proposal be?

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*(i.e. Please provide a before and after picture of the service that will be affected by your proposal e.g. how does it currently operate and then how it will operate after your proposal has been implemented. Where possible please be clear on the number of people or size of the community affected)*

The project would potentially deliver multi faceted impacts as follow:

## **Climate Change**

The Council declared a Climate Change emergency in 2019 with an aim of the borough and organisation becoming carbon neutral by 2030. The creation of a Regional Park presents a unique opportunity to tackle the climate change challenges and deliver a range of sustainability benefits including:-

- Making Ealing a more vibrant, green and attractive place to live and visit
- Supporting nature recovery and increased biodiversity by providing more space for nature rich habitats
- Increasing carbon storage and sequestering capacity
- Improving air quality
- Providing flood resilience
- Providing more opportunities for residents to connect with nature through community led initiatives such as food growing.

## **Health & Wellbeing**

Ealing faces significant health inequalities and its Health and Wellbeing Board has developed Together in Ealing the Joint Health & Wellbeing Strategy for 2023- 2028 and focusses on tackling inequality through working on the building blocks of health (the wider life conditions that impact how well and how long people live). Theme 3 in the strategy includes a commitment to work on the building blocks, including the equitable provision of good quality green space seen through the lens of health equity. The Regional Park would contribute to delivering associated positive health outcomes including:

- Improvements in mental health including depression, stress and dementia
- Increased longevity
- Lower body mass index (BMI) scores and obesity levels
- Reduced numbers of long term conditions including high blood pressure, heart disease, cancer and musculoskeletal conditions
- Child development (both mental and physical) is known to improve through play in a variety of stimulating environments including woodlands, parks and wetlands all of which would be present in the Park.
- The Park would provide additional walking and cycling routes to encourage increased physical activity.

## **Culture**

The Councils Cultural Manifesto 367,100 Creatives identified the opportunity for culture-led regeneration. The creation of a Regional Park provides an opportunity to meet an ambition for a new outdoor cultural venue helping establish Ealing as the foremost West London Borough for culture.

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- Proposals would be developed in conjunction with the community thus providing an unusual and interesting opportunity for engagement and consultation.
- Provide an opportunity to connect with influential, high profile agencies.

## Economy

The creation of the Park is expected to generate economic growth by:

- The creation of hundreds of local temporary, permanent, direct and indirect jobs.
- Additional revenue creation through community valued assets such as cafes and community events
- Connecting most of the Borough and therefore invigorating local businesses, increasing property/land values and releasing enabling development opportunities.
- Growing the visitor population and associated revenue generation.

## Golf Course Users

Golf participation nationally and the number of pay and play golf course users in the borough have declined over recent years it is proposed to undertaken consultation on the potential closure of Perivale Park Golf course. This will impact both the users of the course and the café.

Due to the number of courses in Ealing and adjoining Boroughs its proposed to commission a detailed review of the overall long term provision of golf facilities.

## Employees of Everyone Active

The course is managed by the Boroughs retained operator, Everyone Active who employ 4 FT staff and a number of casual staff and who will potentially be impacted. Of the 4 it is anticipated that 2 or 3 will be redeployed within Everyone Active's local workforce.

## 2. Impact on Groups having a Protected Characteristic

### **AGE: A person of a particular age or being within an age group**

Positive and negative

#### **Describe the Impact**

The potential development of the Regional Park is considered to benefit residents of all ages. It is however recognised that Perivale Park Golf Course has a high percentage of older users due to its very flat topography and size (9 holes). The mitigation strategy would be to signpost these customers to the very many other golf facilities in the Borough and nearby.

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**DISABILITY: A person has a disability if s/he has a physical, mental or sensory impairment which has a substantial and long-term adverse effect on their ability to carry out normal day to day activities<sup>1</sup>.**

Positive and Negative

### **Describe the Impact**

The Regional Park would be designed to be accessible to residents with a disability. It is recognised that Perivale Park Golf Course attracts less mobile customers due to its flat topography and size. The mitigation would be to signpost these customers to the very many other golf facilities in the Borough and nearby.

**GENDER REASSIGNMENT: This is the process of transitioning from one sex to another. This includes persons who consider themselves to be trans, transgender and transsexual.**

Neutral Impact

### **Describe the Impact**

There is no differential impact on this group as any future developments delivered as a result of this project will improve access for people of all backgrounds as any new facility will have to be compliant with current legislation.

**RACE: A group of people defined by their colour, nationality (including citizenship), ethnic or national origins or race.**

Neutral Impact

### **Describe the Impact**

There is no differential impact on this group as any future developments delivered as a result of this strategy will improve access for people of all backgrounds as any new facility will have to be compliant with current legislation.

**RELIGION & BELIEF: Religion means any religion. Belief includes religious and philosophical beliefs including lack of belief (for example, Atheism). Generally, a belief should affect a person's life choices or the way you live for it to be included.**

**State whether the impact is positive, negative, a combination of both, or neutral:**

Neutral Impact

<sup>1</sup> Due regard to meeting the needs of people with disabilities involves taking steps to take account of their disabilities and may involve making reasonable adjustments and prioritizing certain groups of disabled people on the basis that they are particularly affected by the proposal.

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There is no differential impact on this group as any future developments delivered as a result of this strategy will improve access for people of all backgrounds as any new facility will have to be compliant with current legislation.

**SEX: *Someone being a man or a woman.***

**State whether the impact is positive, negative, a combination of both, or neutral:**

Neutral Impact

There is no differential impact on this group as any future developments delivered as a result of this strategy will improve access for people of all backgrounds as any new facility will have to be compliant with current legislation.

**SEXUAL ORIENTATION: *A person's sexual attraction towards his or her own sex, the opposite sex or to both sexes, covering including all LGBTQ+ groups.***

**State whether the impact is positive, negative, a combination of both, or neutral:**

Neutral Impact

There is no differential impact on this group as any future developments delivered as a result of this strategy will improve access for people of all backgrounds as any new facility will have to be compliant with current legislation.

**PREGNANCY & MATERNITY: *Description: Pregnancy: Being pregnant. Maternity: The period after giving birth - linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.***

Neutral Impact

There is no differential impact on this group as any future developments delivered as a result of this strategy will improve access for people of all backgrounds as any new facility will have to be compliant with current legislation.

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**MARRIAGE & CIVIL PARTNERSHIP:** *Marriage: A union between a man and a woman or of the same sex, which is legally recognised in the UK as a marriage.  
Civil partnership: Civil partners must be treated the same as married couples on a range of legal matters.*

**State whether the impact is positive, negative, a combination of both, or neutral:**

**Neutral impact**

Neutral impact

There is no differential impact on this group as any future developments delivered as a result of this strategy will improve access for people of all backgrounds as any new facility will have to be compliant with current legislation.

### 3. Human Rights<sup>2</sup>

**4a. Does your proposal impact on Human Rights as defined by the Human Rights Act 1998?**

Yes  No

*(If yes, please describe the effect and any mitigating action you have considered.)*

**4b. Does your proposal impact on the rights of children as defined by the UN Convention on the Rights of the Child?**

Yes  No

*(If yes, please describe the effect and any mitigating action you have considered.)*

**4c. Does your proposal impact on the rights of persons with disabilities as defined by the UN Convention on the rights of persons with disabilities?**

Yes  No

*(If yes, please describe the effect and any mitigating action you have considered.)*

### 4. Conclusion

*(Please provide a brief overview/summary of your analysis in light of the protected characteristics. Please describe the overall impact of your proposal where possible and mitigating actions undertaken by other areas of the Council or by local partners)*

The potential development of a Regional Park would meet Council Plan objectives and links to the three key priorities for the Borough of fighting inequality, tackling the climate crisis and creating good jobs.

<sup>2</sup> For further guidance please refer to the Human Rights & URNC Guidance on the Council Equalities [web page](#).

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**4a. What evidence, data sources and intelligence did you use to assess the potential impact/effect of your proposal? Please note the systems/processes you used to collect the data that has helped inform your proposal. Please list the file paths and/or relevant web links to the information you have described.**

*(Please list all sources here: i.e. local consultation, residents' survey, census etc.)*

Public Health England and UCL IHE Local action on health inequalities: Improved access to green spaces 2014

The Kings Fund – Access to green and open spaces and the role of leisure services

Health Econ 2009 Sari N. Physical inactivity and its impact on healthcare utilisation

Department of Health – Be Active Be Healthy : A Plan for Getting the Nation Moving London 2009

LB of Ealing – Climate and Ecological Emergency Strategy

Council Plan

Biodiversity Action Plan

Local Plan Evidence Base

Together in Ealing

Indoor and Outdoor Sports Facility Strategy 2022 – 2031

376,100 Creatives

**5. Action Planning: (What are the next steps for the proposal please list i.e. when it comes into effect, when mitigating actions linked to the protected characteristics above will take place, how you will measure impact etc.)**

Action	Outcomes	Success Measures	Timescales/ Milestones	Lead Officer (Contact Details)
Commission consultants to develop business case for land assembly	Cabinet Report	Approval to proceed	Summer 2024	Chris Bunting Assistant Director, Leisure <a href="mailto:buntingc@ealing.gov.uk">buntingc@ealing.gov.uk</a>  Kate Dean Programme Director – Major Projects and Development <a href="mailto:deank@ealing.gov.uk">deank@ealing.gov.uk</a>

**Additional Comments:**

Extensive engagement will be undertaken over the forthcoming months and a specific strategy developed in relation to Perivale Golf Course and the wider golf provision in the Borough. The EAA will be formally updated in next years Cabinet paper.

**6. Sign off: (All EAA's must be signed off once completed)**

<b>Completing Officer Sign Off:</b>	<b>Service Director Sign Off:</b>	<b>HR related proposal (Signed off by directorate HR officer)</b>
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## Equalities Analysis Assessment

Signed:	Signed:	Signed:
Name (Block Capitals):	Name (Block Capitals):	Name (Block Capitals):
KATE DEAN	PETER GEORGE	
Date:	Date:	Date:
For EAA's relating to Cabinet decisions: received by Committee Section for publication by (date):		

### **Appendix 1: *Legal obligations under Section 149 of the Equality Act 2010:***

- As a public authority we must have due regard to the need to:
  - a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
  - b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
  - c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
  
- The protected characteristics are: AGE, DISABILITY, GENDER REASSIGNMENT, RACE, RELIGION & BELIEF, SEX, SEXUAL ORIENTATION, PREGNANCY & MATERNITY, MARRIAGE & CIVIL PARTNERSHIP
  
- Having due regard to advancing equality of opportunity between those who share a protected characteristic and those who do not, involves considering the need to:
  - a) Remove or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
  - b) Take steps to meet the needs of persons who share a relevant characteristic that are different from the needs of the persons who do not share it.
  - c) Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
  
- Having due regard to fostering good relations between persons who share a relevant protected characteristic and persons who do not, involves showing that you are tackling prejudice and promoting understanding.
  
- Complying with the duties may involve treating some people more favourably than others; but this should not be taken as permitting conduct that would be otherwise prohibited under the Act.