

EQUALITY IMPACT ASSESSMENT

Project Title: Green Minds

Environment Planning Service



PLYMOUTH
CITY COUNCIL

STAGE I: What is being assessed and by whom?

What is being assessed - including a brief description of aims and objectives?

As part of the growth of the city and to deliver significant health and well-being for communities, Plymouth City Council has secured funding from the ERDF Urban Innovative Actions programme to deliver the Green Minds project between September 2019-August 2022.

A partnership project, Green Minds provides an integrated framework for natural infrastructure delivery at strategic and operational levels in line with the Joint Local Plan; Climate Change Emergency and the Government's 25 year Environment Plan.

The project will deliver:

- New, inclusive co-stewardship models for land management
- Modern and professional training programme in land management for professionals and communities
- Creative and engaging communications using a range of on-site, digital and virtual mediums
- Creation of an engaging, accessible and functional data platform for nature
- Best practice nature-focused planning guides and codes in line with the Joint Local Plan
- Innovative immersive urban nature film for the public shown at the Market Hall in Devonport
- Exemplar natural infrastructure investments: Central Park; Derriford Community Park; Citywide Urban Trees; Saltram Countryside Park; Devonport/Stonehouse neighbourhood
- New methodology to establish social values of natural infrastructure
- Toolkit for best practice land management

The project will be led by the Environmental Planning Service team in Strategic Planning and

STAGE 1: What is being assessed and by whom?	
	Infrastructure. Delivered by a team of existing and new staff in the Natural Infrastructure Projects and Partnerships Team, it will work together with Street Services and Public Health, in partnership with Plymouth University, Real Ideas Organisation, Plymouth College of Art, Devon Wildlife Trust, The Data Place and National Trust.
Responsible Officer	Zoe Sydenham
Department and Service	Environment Planning, Strategic Planning & Infrastructure
Date of Assessment	9.12.19

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
Age	It is anticipated that the project will be open to all age groups. There would be a requirement for young children to be supported by an adult. We will actively engage families and schools	No adverse impact, all age groups will have the opportunity and will be actively encouraged to be involved.	N/A	N/A
Disability	Access to monitoring forms and networks that are developed will conform to the requirements of the	No adverse impact of the project. The project will be accessible to all abilities.	N/A	N/A

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
	Equality Act and recommended guidelines for users with a disability. Improvements will comply with the Equality Act and recommended guidelines for users with a disability			
Faith, Religion or Belief	Christian: 58.1% Islam: 0.8% Buddhism: 0.3% Hinduism: 0.2% Judaism: 0.1% Sikhism: <0.1% No religion: 32.9%	No adverse impact The project will be accessible to all faiths, religions and beliefs.	N/A	N/A
Gender - including marriage, pregnancy and maternity	Overall 50.6% of our population are women; this reflects the national figure of 50.8%. There will be no gender barrier to being involved in this project.	No adverse impact, there will be no barriers to involvement based on gender.	N/A	N/A
Gender Reassignment	Access to being involved	No adverse impact,	N/A	N/A

STAGE 2: Evidence and Impact				
Protected Characteristics (Equality Act)	Evidence and information (e.g. data and feedback)	Any adverse impact?	Actions	Timescale and who is responsible?
	in the project will not be limited by gender reassignment.	there will be no barriers to involvement based on gender reassignment.		
Race	White (all): 96.1% Mixed (all): 1.3% Asian (all): 1.5% Black (all): 0.7% Other: 0.4% The project will be open to all to participate regardless of race.	No adverse impact, the project will be open to all to participate regardless of race.	N/A	N/A
Sexual Orientation -including Civil Partnership	The project will be open to all to participate regardless of sexual orientation.	No adverse impact, the project will be open to all to participate regardless of sexual orientation.	N/A	N/A

STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken		
Local Priorities	Implications	Timescale and who is responsible?
Reduce the inequality gap, particularly in health between communities.	The project will work closely with Public Health to target groups who are non-users of natural spaces, identify barriers and work together to remove them	This is a 3 year project from September 2019 to August 2022 led by the Natural Infrastructure Projects and Partnerships Team.

STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken		
Local Priorities	Implications	Timescale and who is responsible?
	<p>so encouraging a more diverse use of these spaces for health and wellbeing. A monitoring and evaluation framework developed with Public Health will enable us to assess the impact of the project on health and wellbeing.</p> <p>All natural spaces improved as part of the project will remain free open access for all and improvements will actively encourage walking, cycling, play and sports activities for all abilities.</p>	
Good relations between different communities (community cohesion).	The project will encourage input from all user-groups as well as engage non-users to develop mechanisms for more diverse engagement and decision making in parks and greenspaces. The design of new infrastructure will embed areas for social play, and communal seating/picnic/meeting areas.	This is a 3 year project from September 2019 to August 2022 led by the Natural Infrastructure Projects and Partnerships Team.
Human Rights	<p>This service recognises Article 14 of Human Rights Act – The right to receive Equal Treatment and prohibits discrimination including sex, race, religion and economic and social status in conjunction with the Equalities Act which includes age and disability.</p> <p>All staff and service users will be treated fairly and that their human rights will be respected.</p> <p>No adverse impact on human rights has been identified.</p>	N/A

STAGE 4: The Principles of Fairness	
Principles	Comment
People should be able to access opportunity whatever their circumstances	The use and enjoyment of the city's parks and greenspaces is open to all.
The city should give priority to those in greatest need when it allocates resources	The project will be open to all and will give equal weight to the information provided to it by all members of society. The project will target non-users to support them to use greenspaces and have a say in how they are designed and maintained. It will also develop their capacity to engage in decision making. Improvements will take into account the needs of all users and promote equality of access.
Things that make the biggest difference to people's lives should get priority when deciding where resources go	The project will ensure that the people of Plymouth will have access to high quality natural spaces, play and sports benefitting from the associated health and social benefits and positively impacting on climate change challenges that the city faces
The way things are done in the city matters just as much as what is done	The project will actively provide opportunity for local stakeholders to contribute to the design of sites and develop new co-stewardship management structures.
Unfairness which takes time to remove needs policies for the long term	Access to and enjoyment of parks and greenspaces is open to all and is fair for all.
Preventing inequalities is more effective than trying to eliminate them	The project will work on the premise of preventing inequality within communities by providing opportunity for all to be involved and targeting those people currently not engaged.
Services should be provided 'with' people, not 'for' them	Input from the community will be vital in the delivery of this project in order to ensure improvements meet their needs. The project aims to develop co-stewardship structures that can be sustained beyond the life of the project.
The needs of future and current generations should be balanced when making decisions.	The project aims to work with nature, ensuring activities and materials have the lowest possible environmental impact and carbon footprint; enhancing biodiversity and improving air quality. The project aims to improve the attitudes and behaviours of people towards nature, encouraging a wider understanding of the benefits of caring for nature for current and future generations.

STAGE 4: Publication			
Director, Assistant Director/Head of Service approving EqIA.		Date	