

# EQUALITY IMPACT ASSESSMENT

Project Title: Central Park Improvements Programme

Environmental Planning



**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 committed to undertaking a programme of improvements to Central Park. This proposal is for phase 3 of these improvements.

Since April 2017 through Phase 1 and 2, the Central Park project team has:

- constructed and supported management of a new park café, community sports hub and events field in ways which generate additional revenue for PCC (winner of an Abercrombie Award 2021)
- extended and enhanced play and skate facilities
- built a new sports plateau for rugby, cricket, football and 4 new hard 'pay to play' tennis courts to LTA specification
- provided new park wide seating, access/path improvements, signage and sculptures
- carried out natural and heritage enhancements including tree planting; hedgerows; Devon stonewalling and gateways; meadow and woodland management
- developed and secured planning permission for a Sustainable Drainage design proposal to deal with flooding in the Barn Park area of the park
- consulted with the public and local stakeholders regarding new infrastructure and improvements (engaging over 8000 people on Facebook and over 500 completed questionnaires), sending out regular newsletters and updating the Central Park webpages and investing in a new interactive app for the park
- led a community volunteering and enterprise programme to support ownership and

**STAGE 1: What is being assessed and by whom?**

	<p>ongoing care/maintenance and secured additional funding to support a green social prescribing pilot, Timeline for Change project and improvements to the Family Tree Field in partnership with Plymouth Tree Partnership</p> <ul style="list-style-type: none"><li>• secured £529k worth of S106 match funding £446k of external grant funding</li></ul> <p>Phase 3 provides the opportunity to:</p> <ul style="list-style-type: none"><li>• implement a sustainable drainage system to reduce flooding, reducing the risk of pollution and CSO incidents and increase the capacity of highway drainage and combined sewers</li><li>• create an exemplar nature-based solution, which could be replicated in other areas of the city.</li><li>• contribute to improved air quality, heat reduction and carbon sequestration through increased tree planting, future-proofing the tree stock of the park</li><li>• increase biodiversity in the park to support connection to nature for health and wellbeing</li><li>• ensure Central Park meets the aspirations as the city's Flagship Park, bringing a more diverse and increased audience to the park, supporting active lifestyles and increasing income generation for the park enterprises and events</li></ul> <p>The project is led by the Environmental Planning and delivered by a team of existing and new staff drawing on support and advice from SSW, Finance, Commercialisation and Public Health.</p>
Responsible Officer	Zoe Sydenham
Department and Service	Natural Infrastructure Projects and Partnerships Team, Strategic Planning & Infrastructure
Date of Assessment	17/01/2022

**STAGE 2: Evidence and Impact**

<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
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<b>STAGE 2: Evidence and Impact</b>				
<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
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 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	No adverse impact of the project. The project will be accessible to all abilities.	N/A	N/A
Faith, Religion or Belief	Christian: 58.1% Islam: 0.8% Buddhism: 0.3% Hinduism: 0.2%	No adverse impact  The project will be accessible to all faiths, religions and beliefs.	N/A	N/A

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	Judaism: 0.1% Sikhism: <0.1% No religion: 32.9%			
Gender - including marriage, pregnancy and maternity	Overall 50.2% of our population are women; this reflects the national figure of 50.7%.  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 in the project will not be limited by gender reassignment.	No adverse impact, there will be no barriers to involvement based on gender reassignment.	N/A	N/A
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

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<b>Protected Characteristics (Equality Act)</b>	<b>Evidence and information (e.g. data and feedback)</b>	<b>Any adverse impact?</b>	<b>Actions</b>	<b>Timescale and who is responsible?</b>
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

<b>STAGE 3: Are there any implications for the following? If so, please record 'Actions' to be taken</b>		
<b>Local Priorities</b>	<b>Implications</b>	<b>Timescale and who is responsible?</b>
Reduce the inequality gap, particularly in health between communities.	The site is a city wide provision. It will remain free open access for all and improvements will actively encourage walking, cycling, play and sports activities for all abilities.	This is Phase 3 of the project, which is a continuation of Phase 1 and 2 started in May 2017 and is delivered by the Environmental Planning Team.
Good relations between different communities (community cohesion).	The project will require input from all user-groups and design will embed areas for social play, team sports and communal seating/picnic/meeting areas	This is Phase 3 of the project, which is a continuation of Phase 1 and 2 started in May 2017 and is delivered by the Environmental Planning Team.
Human Rights	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.  All staff and service users will be treated fairly and that their human rights will be respected.  No adverse impact on human rights has been	N/A

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<b>Local Priorities</b>	<b>Implications</b>	<b>Timescale and who is responsible?</b>
	identified.	

<b>STAGE 4: The Principles of Fairness</b>	
<b>Principles</b>	<b>Comment</b>
People should be able to access opportunity whatever their circumstances.	The use and enjoyment of Central Park 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. 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.
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.
Unfairness which takes time to remove needs policies for the long term.	Access to and enjoyment of Central Park 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.
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 the improvements meet their needs.
The needs of future and current generations should be balanced when making decisions.	Improvements will use robust and sustainable material to ensure longevity of works for the enjoyment of current and future generations.

**STAGE 4: Publication**

Director, Assistant Director/Head of Service approving EqIA.		Date	21/01/2022
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