

**City of York Council**  
**Equalities Impact Assessment**

**Who is submitting the proposal?**

<b>Directorate:</b>	Environment and Regulatory Services		
<b>Service Area:</b>	Public Realm		
<b>Name of the proposal :</b>	Parks Investment Fund		
<b>Lead officer:</b>	Dave Meigh		
<b>Date assessment completed:</b>	26.09.25		
<b>Names of those who contributed to the assessment:</b>			
<b>Name</b>	<b>Job title</b>	<b>Organisation</b>	<b>Area of expertise</b>

## Step 1 – Aims and intended outcomes

	<b>What is the purpose of the proposal?</b> Please explain your proposal in Plain English avoiding acronyms and jargon.
	<p>The accompanying report and its recommendations provide a transparent means of allocating the parks capital programme funds. The Executive is being asked to decide which sites will receive investment.</p> <p>Over an 18-month period a minimum of nineteen schemes across 13 sites will be delivered, in parallel, site specific 106 investment will also take place at range of sites across the city. The aim of the programme is to deliver improved green spaces which better meet the needs of all York Residents.</p>

<b>1.2</b>	<b>Are there any external considerations?</b> (Legislation/government directive/codes of practice etc.)
	<p>The land detailed in this report is classified open space within the meaning of Section.122/123 of the Local Government Act 1972.</p> <p>The management of the above can assessed under the voluntary Green Flag Award administered by Keep Britain Tidy on behalf of HM Government (<a href="https://www.greenflagaward.org/">https://www.greenflagaward.org/</a>). <i>“... scheme recognises and rewards well managed parks and green spaces, setting the benchmark standard for the management of recreational outdoor spaces across the United Kingdom and around the world”</i>. Several schemes proposed in the report will contribute to both the retention and expansion the number of Council sites which meet this accreditation.</p>

		1.2	
1.3	<b>Who are the stakeholders and what are their interests?</b>		
	<p>Residents from the surrounding wards and areas are stakeholders together with the Friends of (e.g., Friends of Hull Road Park), age specific interest groups (e.g., children and parents/careers) and site-specific user groups (e.g., Glen Gardens basketball players).</p> <p>Interest in each schemes varies by site, location within the site, and activity. Some schemes will have common threads or traits, others will be unique.</p>		
1.4	<p><b>What results/outcomes do we want to achieve and for whom?</b> This section should explain what outcomes you want to achieve for service users, staff and/or the wider community. Demonstrate how the proposal links to the Council Plan (2019- 2023) and other corporate strategies and plans</p> <p>.</p>		
A	<p>The desired outcome is to both improve the quality of experience for users and to widen the opportunity to participation in York's Green Spaces.</p> <p>The programme of work contributes to the following Core Commitment in the Council Plan 2023-27</p> <p>Equalities and Human Rights- Equality of opportunity. We will create opportunities for all, providing equal opportunity and balancing the human rights of everyone to ensure residents and visitors alike can benefit from the city and its strengths.</p> <p>Health- Health and wellbeing - We will improve health and wellbeing and reduce health inequalities.</p> <p>And specifically, to Priority f) Sustainability: Cutting carbon, enhancing the environment for our future.</p> <p>Specifically - Improve the physical environment</p>		

	<ul style="list-style-type: none"> <li>• Make the most of our green and blue infrastructure, to increase biodiversity, improve health and wellbeing and support nature recovery, understanding the impact and the difference we make.</li> <li>• Increase investment in our natural assets and climate change projects.</li> </ul>
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## Step 2 – Gathering the information and feedback

<b>2.1</b>	<b>What sources of data, evidence and consultation feedback do we have to help us understand the impact of the proposal on equality rights and human rights?</b> Please consider a range of sources, including: consultation exercises, surveys, feedback from staff, stakeholders, participants, research reports, the views of equality groups, as well your own experience of working in this area etc.	
	<b>Source of data/supporting evidence</b>	<b>Reason for using</b>
	Public Realm staff	Long term knowledge of sites
	Specialist council advisers including Accessibility, Transport & Public Health	Local connections, national standards and best practice
	Ward Councillors & site-based community groups e.g., Friends of	Local knowledge of community aspirations
	Specialist users' and community groups	Local circumstances, national standards, and best practice
	Green Flag award feedback	National standards and best practice, wider awareness of national trends and developments

### Step 3 – Gaps in data and knowledge

3.1	What are the main gaps in information and understanding of the impact of your proposal? Please indicate how any gaps will be dealt with.	
Gaps in data or knowledge		Action to deal with this
To be identified against each of the recommended schemes		Scheme specific consultation to reflect the nature of the proposed work

### Step 4 – Analysing the impacts or effects.

4.1	Please consider what the evidence tells you about the likely impact (positive or negative) on people sharing a protected characteristic, i.e. how significant could the impacts be if we did not make any adjustments? Remember the duty is also positive – so please identify where the proposal offers opportunities to promote equality and/or foster good relations.		
Equality Groups and Human Rights.	Key /Impacts	Positive (+) Negative (-) Neutral (0)	High (H) Medium (M) Low (L)
Age	<p>A purpose of this programme of work is</p> <ul style="list-style-type: none"> <li>to help secure good outcomes for children and younger people in their formative years through improved play opportunities</li> </ul>	+	L

	<ul style="list-style-type: none"> <li>to aid mobility and rest opportunities for all ages as part of footpath rebuilds, seating replacement and improvements</li> </ul> <p>The successful of the programme should directly deliver positive outcomes multiple generations.</p>		
<b>Disability</b>	<p>A purpose of this programme of work is specifically deliver</p> <ul style="list-style-type: none"> <li>more accessible play opportunities</li> <li>remove physical barriers to access and improve the green space path network</li> <li>site based improvement establish through consultation and scheme development</li> </ul>	+	L
<b>Gender</b>	<p>The proposal does not exclude different genders. Investment in some games court activities may reinforce gender biases.</p>	+ and -	L
<b>Gender Reassignment</b>	<p>The proposal is not expected to impact on this characteristic.</p>	0	
<b>Marriage and civil partnership</b>	<p>The proposal is not expected to impact on this characteristic.</p>	0	
<b>Pregnancy and maternity</b>	<p>The proposal is not expected to impact on this characteristic.</p>	0	
<b>Race</b>	<p>The proposals aim to be inclusive for all children and adults regardless of race. This will be tested through consultation and input ahead of scheme delivery.</p>	0	L
<b>Religion</b>	<p>The proposal is not expected to impact on this characteristic.</p>	0	

<b>and belief</b>			
<b>Sexual orientation</b>	The proposal is not expected to impact on this characteristic.	0	
<b>Other Socio-economic groups including :</b>	<b>Could other socio-economic groups be affected e.g. carers, ex-offenders, low incomes?</b>		
<b>Carer</b>	Schemes recommended to progress should strengthen support for children and those people that care for them.	+	L
<b>Low income groups</b>	The use of Indices of Multiple Deprivation (IMD) as the primary driver for selecting projects should help towards providing improving life chances.	+	L
<b>Veterans, Armed Forces Community</b>	The proposal is not expected to impact on this characteristic	0	
<b>Other</b>			
<b>Impact on human rights:</b>			
List any human rights impacted.	<ul style="list-style-type: none"> <li>Equality and non-discrimination – “The enjoyment of the rights and freedoms set forth... shall be secured without discrimination on any ground such as sex, race, colour, language, religion, political or other opinion, national or social origin, association with a national minority, property, birth or other status” HUMAN RIGHTS ACT, ARTICLE 14</li> <li>Decent standard of living - “...the present Covenant recognizes the right of everyone to an adequate standard</li> </ul>	+	L

	<p>of living for himself and his family.” INTERNATIONAL COVENANT ON ECONOMIC, SOCIAL AND CULTURAL RIGHTS, ARTICLE 11</p> <ul style="list-style-type: none"> <li>• Health and social care - “The general duty of a local authority... is to promote that individual’s well-being” CARE ACT 2014</li> </ul>		
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<p><b>High impact</b> (The proposal or process is very equality relevant)</p>	<p>There is significant potential for or evidence of adverse impact The proposal is institution wide or public facing The proposal has consequences for or affects significant numbers of people The proposal has the potential to make a significant contribution to promoting equality and the exercise of human rights.</p>
<p><b>Medium impact</b> (The proposal or process is somewhat equality relevant)</p>	<p>There is some evidence to suggest potential for or evidence of adverse impact The proposal is institution wide or across services, but mainly internal The proposal has consequences for or affects some people The proposal has the potential to make a contribution to promoting equality and the exercise of human rights</p>
<p><b>Low impact</b> (The proposal or process might be equality relevant)</p>	<p>There is little evidence to suggest that the proposal could result in adverse impact The proposal operates in a limited way The proposal has consequences for or affects few people The proposal may have the potential to contribute to promoting equality and the exercise of human rights</p>

## Step 5 - Mitigating adverse impacts and maximising positive impacts

5.1	<b>Based on your findings, explain ways you plan to mitigate any unlawful prohibited conduct or unwanted adverse impact. Where positive impacts have been identified, what is been done to optimise opportunities to advance equality or foster good relations?</b>
<p>The assessment has found that there should be an overall positive impact from the implementation of the proposal. The proposal seeks to improve the accessible and quality of several of York's green spaces. The proposal will have a direct positive impact on the lives of children and young people, and their careers within neighbouring communities. It will offer more destinations of choice for all ages in so doing supporting health and wellbeing, social contact, and community relations.</p>	

## Step 6 – Recommendations and conclusions of the assessment

6.1	<b>Having considered the potential or actual impacts you should be in a position to make an informed judgement on what should be done. In all cases, document your reasoning that justifies your decision. There are four main options you can take:</b>
<p>- <b>No major change to the proposal</b> – the EIA demonstrates the proposal is robust. There is no potential for unlawful discrimination or adverse impact and you have taken all opportunities to advance equality and foster good relations, subject to continuing monitor and review.</p>	

- **Adjust the proposal** – the EIA identifies potential problems or missed opportunities. This involves taking steps to remove any barriers, to better advance quality or to foster good relations.
- **Continue with the proposal** (despite the potential for adverse impact) – you should clearly set out the justifications for doing this and how you believe the decision is compatible with our obligations under the duty
- **Stop and remove the proposal** – if there are adverse effects that are not justified and cannot be mitigated, you should consider stopping the proposal altogether. If a proposal leads to unlawful discrimination it should be removed or changed.

**Important:** If there are any adverse impacts you cannot mitigate, please provide a compelling reason in the justification column.

Option selected	Conclusions/justification
No major change to the proposal	<p>The schemes recommended to progress are based on the weighted criteria with priority given to</p> <ul style="list-style-type: none"> <li>1st IMD</li> <li>2nd Replacing play equipment over 20 years old</li> <li>3rd Key infrastructure</li> </ul> <p>This results in positive package of improvement work weighted towards communities with higher IMD, where play equipment is old and where the physical nature of the space is either in a poor condition or has barriers to use.</p> <p>The assessment criteria used for scheme selection has been previously considered and recommend for use by both the Executive on 17<sup>th</sup> July 2025 and the Place Scrutiny Committee 24<sup>th</sup> June and 22<sup>nd</sup> September 2025</p>

## Step 7 – Summary of agreed actions resulting from the assessment

<b>7.1</b>	<b>What action, by whom, will be undertaken as a result of the impact assessment.</b>		
<b>Impact/issue</b>	<b>Action to be taken</b>	<b>Person responsible</b>	<b>Timescale</b>

## Step 8 - Monitor, review and improve

<b>8. 1</b>	<b>How will the impact of your proposal be monitored and improved upon going forward?</b> Consider how will you identify the impact of activities on protected characteristics and other marginalised groups going forward? How will any learning and enhancements be capitalised on and embedded?
	For each of the schemes proposed there will be a separate project plan which will feed into the overall project plan, this will be presented to the Executive Member for Environment and Climate Emergency at regular intervals.  To deliver schemes a project group (or groups) will be established with both expert and community representation, this will aid the development of shared experience both within and outside the Council.