

Cambridge City Council Equality Impact Assessment

Completing an Equality Impact Assessment will help you to think about what impact your strategy, policy, plan, project, contract or major change to your service may have on people that live in, work in or visit Cambridge, as well as on City Council staff.



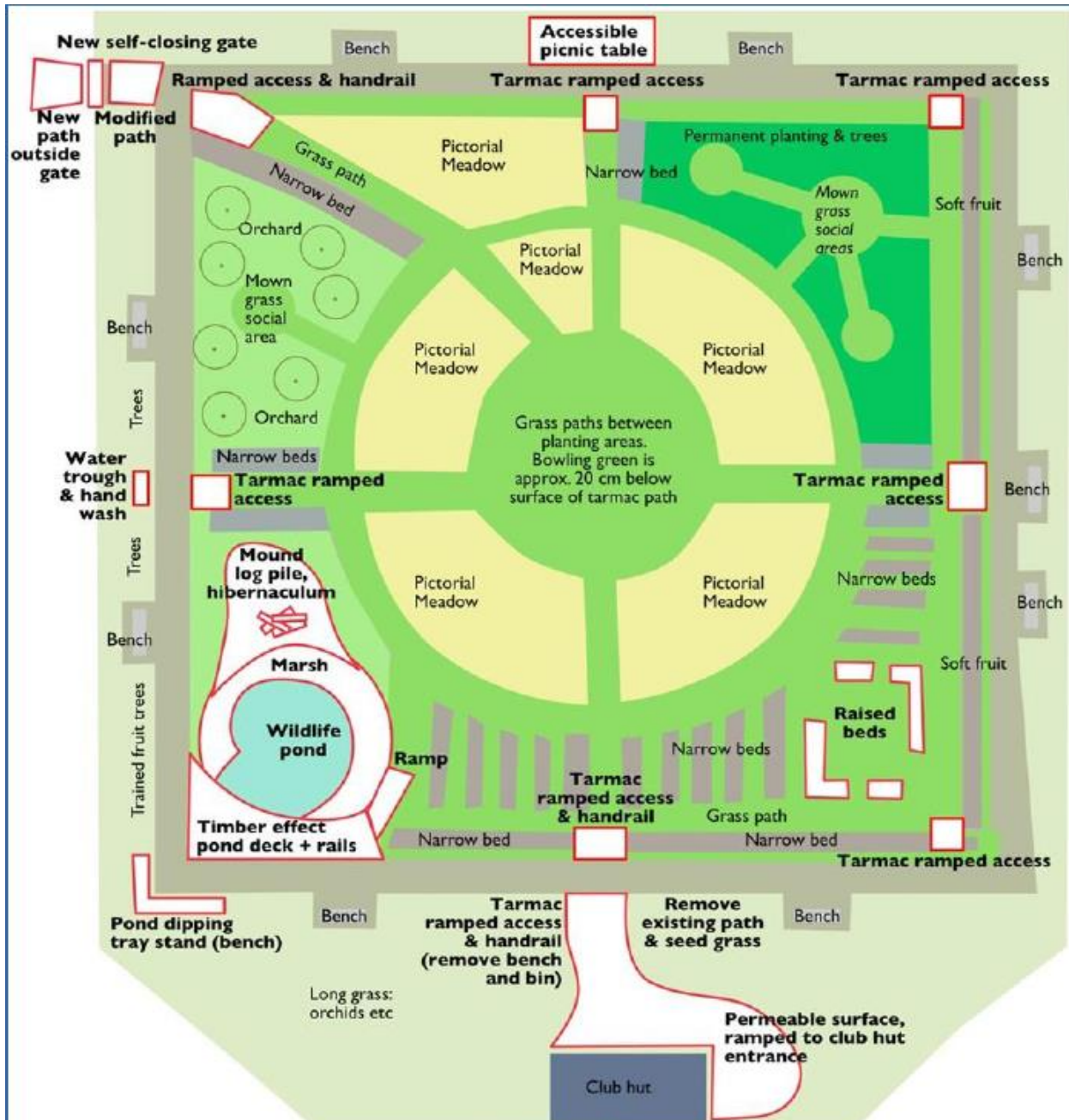
The template is easy to use. You do not need to have specialist equalities knowledge to complete it. It asks you to make judgements based on evidence and experience. There are guidance notes on the intranet to help you. You can also get advice from Suzanne Goff, Strategy Officer on 01223 457174 or email suzanne.goff@cambridge.gov.uk or from any member of the Joint Equalities Group.

1. Title of strategy, policy, plan, project, contract or major change to your service:

Nightingale Park Community Green Space

2. What is the objective or purpose of your strategy, policy, plan, project, contract or major change to your service?

To develop the former bowling green on Nightingale Park into an accessible community green space for park users, providing a secluded area of the wider park that allows local groups to work with the council to develop an informal space for recreation, social and therapeutic horticulture, sustainable gardening and biodiversity.



3. Who will be affected by this strategy, policy, plan, project, contract or major change to your service? (Please tick those that apply)

- Residents
- Visitors
- Staff

A specific client group or groups (please state):

Members of public wishing to volunteer with the City Council
The Friends of Nightingale Park

4. What type of strategy, policy, plan, project, contract or major change to your service is this? (Please tick)

- New
- Revised
- Existing

5. Responsible directorate and service

Directorate: Environment

Service: Environmental Services

6. Are other departments or partners involved in delivering this strategy, policy, plan, project, contract or major change to your service?

- No
- Yes (please give details):

Liaison with The Friends of Nightingale Park, Queen Edith's Community Forum in developing the plans for the space. These organisations will assist with volunteer recruitment for the ongoing management of the space. Both groups are constituted with Equality and Diversity policies in place.

7. Potential impact

Please list and explain how this strategy, policy, plan, project, contract or major change to your service could **positively** or **negatively** affect individuals from the following equalities groups.

When answering this question, please think about:

- The results of relevant consultation that you or others have completed (for example with residents, people that work in or visit Cambridge, service users, staff or partner organisations).
- Complaints information.
- Performance information.
- Information about people using your service (for example whether people from certain equalities groups use the service more or less than others).
- Inspection results.
- Comparisons with other organisations.
- The implementation of your piece of work (don't just assess what you think the impact will be after you have completed your work, but also think about what steps you might have to take to make sure that the implementation of your work does not negatively impact on people from a particular equality group).
- The relevant premises involved.
- Your communications.
- National research (local information is not always available, particularly for some equalities groups, so use national research to provide evidence for your conclusions).

(a) Age (any group of people of a particular age, including younger and older people – in particular, please consider any safeguarding issues for children and vulnerable adults)

The principle aim of the project is to ensure that the space is safe, accessible and welcoming to people of all ages and abilities. **POSITIVE IMPACT**

(b) Disability (including people with a physical impairment, sensory impairment, learning disability, mental health problem or other condition which has an impact on their daily life)

The principle aim of the project is to ensure that the space is safe, accessible and welcoming to people of all abilities. **POSITIVE IMPACT**

(c) Gender

The principle aim of the project is to ensure that the space is safe, accessible and welcoming to all. **POSITIVE IMPACT**

(d) Pregnancy and maternity

The principle aim of the project is to ensure that the space is safe, accessible and welcoming to all. **POSITIVE IMPACT**

(e) Transgender (including gender re-assignment)

The principle aim of the project is to ensure that the space is safe, accessible and welcoming to all. **POSITIVE IMPACT**

(f) Marriage and Civil Partnership

The principle aim of the project is to ensure that the space is safe, accessible and welcoming to all. **POSITIVE IMPACT**

(g) Race or Ethnicity

The principle aim of the project is to ensure that the space is safe, accessible and welcoming to all. **POSITIVE IMPACT**

(h) Religion or Belief

The principle aim of the project is to ensure that the space is safe, accessible and welcoming to all. **POSITIVE IMPACT**

(i) Sexual Orientation

The principle aim of the project is to ensure that the space is safe, accessible and welcoming to all. **POSITIVE IMPACT**

(j) Other factors that may lead to inequality – in particular – please consider the impact of any changes on low income groups or those experiencing the impacts of poverty (please state):

The council will work with the Friends of Nightingale Rec and Queen Edith's Forum to promote the site as a place for folk to visit and if they wish participate in activities that otherwise they might not have access or opportunities to.

8. If you have any additional comments please add them here

N/A

9. Conclusions and Next Steps

- If you have not identified any negative impacts, please sign off this form.
- If you have identified potential negative actions, you must complete the action plan at the end of this document to set out how you propose to mitigate the impact. If you do not feel that the potential negative impact can be mitigated, you must complete question 8 to explain why that is the case.
- If there is insufficient evidence to say whether or not there is likely to be a negative impact, please complete the action plan setting out what additional information you need to gather to complete the assessment.

All completed Equality Impact Assessments must be emailed to Suzanne Goff, Strategy Officer, who will arrange for it to be published on the City Council's website.
Email suzanne.goff@cambridge.gov.uk

10. Sign off

Name and job title of assessment lead officer: Guy Belcher, Biodiversity Officer

Names and job titles of other assessment team members and people consulted:

Date of completion: April 2016

Date of next review of the assessment:

Action Plan

Equality Impact Assessment title:

Date of completion: April 2016

Equality Group	Age
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Disability
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Gender
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Pregnancy and Maternity
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Transgender
Details of possible disadvantage or negative impact	
Action to be taken to address the disadvantage or negative impact	
Officer responsible for progressing the action	
Date action to be completed by	

Equality Group	Marriage and Civil Partnership
Details of possible disadvantage or negative impact	
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Equality Group	Race or Ethnicity
Details of possible disadvantage or negative impact	
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Equality Group	Religion or Belief
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Equality Group	Sexual Orientation
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Other factors that may lead to inequality	
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