

Appendix A: EAA Green Space Contract 2025-2040

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Date	01/12/2023	Service	Greenscene – Parks & Open Spaces
<p>1. The project or decision that this assessment is being undertaken for</p> <p>This EAA is being completed as part the procurement process for the renew of the Green Space Contract 2025-2040. For the provision of management and maintenance of Lewisham Council’s Parks and Open Space.</p> <p>The aim of this process is to identify existing management & maintenance contract offers and develop future quality opportunities to ensure cost effective & efficient service delivery. As well as to ensure continuity of delivery of a targeted effective cost saving efficiency management service.</p> <p>This EAA reviews the potential impact of these changes on our park users and the wider Lewisham residents. And to ensure we continue to tackle inequality and promote equality in our parks & open spaces, within the borough’s diverse communities.</p> <p>To ensure that every resident, irrespective of their background or life experience are provided with the opportunity to continue to access and use these spaces without prejudice or other barriers.</p> <p>That we continue to build on the council’s historic values of fairness, equality. And that our parks & open spaces are welcoming & safe places for all, where we celebrate the diversity that strengthens us.</p> <p>To ensure the continuous development of the council’s park & open space service inclusive tradition of working alongside residents and community, voluntary and faith groups irrespectively.</p> <p>This process aims to continue to have a positive impact across all the protected characteristics, ensuring that we:</p> <ol style="list-style-type: none"> Meet the responsibilities placed on us by the equalities Act. Take equality and inclusion issues into account when making decisions. Identify what barriers people face and take steps to remove them. Develop measures and actions to tackle discrimination. Challenge discrimination against people who work for the Council or who use our services. Raise staff awareness and understanding of these issues. 			
<p>2. The protected characteristics or other equalities factors potentially impacted by this decision. What is the likely impact of the proposed changes?</p> <p><i>Include evidence to support anticipated impacts, both positive and negative.</i></p> <p>Age:</p> <p>Improving sites will ensure that areas are accessible to a range of facilities suitable for different ages Depending on the play provision, location and nature of play, younger children or older young people may feel excluded. As part of the Parks and Open Spaces Strategy 2020 - 2025, a public survey of the quality level & uses of our parks & open spaces was undertaken in 2018. This highlighted that 84.24% agreed that they were good facilities for children and young people within our parks. However, some age-appropriate equipment excludes some age groups.</p> <p>Disability:</p> <p>Through improving sites to the standards required in the design guidance, open space sites will become accessible to all users including for people with limited mobility and disabilities. Children and young people with disabilities may be negatively impacted if:</p> <ul style="list-style-type: none"> • play areas are not accessible and the play equipment are not suitable for children with disabilities. 			

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- If children & young people with disabilities are excluded from consultations on design of playgrounds.

Ethnicity/Religion:

If due considerations are not given perhaps to people's custom/cultural practices, some communities may feel excluded or unable to participate in usage.

Gender/Sex:

Improving sites should have a positive impact on community cohesion by providing high quality spaces for all communities to interact.

Through improving sites, site use is increased, which results in greater natural surveillance and reduced fear of crime and feeling of vulnerability for lone individuals.

Risk of gender inequality may exist if parks layout and play provisions are designed in ways that excludes a particular sex from participating in the use of this spaces.

If dedicated play provision are not made available for specific gender.

Positives for residents of Lewisham and Park users:

- Improving quality of life for park users in parks
- Reducing pollution
- Improve quality of service provision
- Areas are accessible to a range of facilities suitable for different ages
- Household type and socioeconomic status will be positively impacted – as improvements to green space can often positively impact those without access to a garden

Service Users

It will benefit all Lewisham residents, including children, the young, elderly, SEN, disable people and their families, from having a variety of safe, accessible, and well-maintained parks & Open green spaces local to their homes.

As part of this process, we engaged with residents and our park user group forum through an online survey carried out in 2018 across the borough to understand their view on the present level of maintenance and management of the borough's parks & open spaces, on accessibility, utilisation of these spaces, how this can be improved, and their aspirations for future models of parks and open spaces.

Other Council Services

Include evidence to support anticipated impacts, both positive and negative.

Not anticipated to have a negative impact.

Partners

Include evidence to support anticipated impacts, both positive and negative.

Not anticipated to have a negative impact.

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Impact & Outcomes

Through improving open space sites and facilities in as many areas as possible within the borough, should have a positive impact on community cohesion by providing high quality spaces for all communities to interact.

Are there any specific equalities implications? Please provide a response for each protected characteristic/equalities consideration, even if the impact is neutral.

Protected characteristics and other equalities considerations	High (Positive / Negative)	Medium (Positive / Negative)	Low (Positive / Negative)	Neutral
Age		X		
Disability		X		
Ethnicity	X			
Gender		X		
Gender reassignment				X
Marriage and civil partnerships				X
Pregnancy and maternity				X
Religion and belief		X		
Sexual orientation				X
Socio-economic inequality		X		
Is a full EAA required?			Y/N (with Corporate Policy input)	

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Ethnicity/Race	<input checked="" type="checkbox"/> Religion or belief	Language spoken	<input type="checkbox"/> Other, please define:
<input checked="" type="checkbox"/> Gender/Sex	Gender identity	<input checked="" type="checkbox"/> Disability	Household type	
Income	Carer status	Sexual orientation	Socio Economic	
Marriage and Civil Partnership	Pregnancy and Maternity	Refugee/Migrant/Asylum seeker	Health & Social Care	
Nationality	Employment			

3. The evidence to support the analysis.

The quality assessment suggests that 28.35% of the borough's total area of greenspace is of 'good' quality, 61.90% are of 'fair' quality and 9.75% are of 'poor' quality. The assessment suggests that the borough does not have any sites of 'excellent' quality. (See *Maps Lewisham Council Open Space Assessment 2020 publication*)

QUALITY ASSESSMENT ANALYSIS

The Tables below present the quality assessment of park user survey data gathered through the online assessment of Lewisham's parks and open spaces.

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Table 1.1 - Overall Quality Assessment Scores - All Sites Surveyed

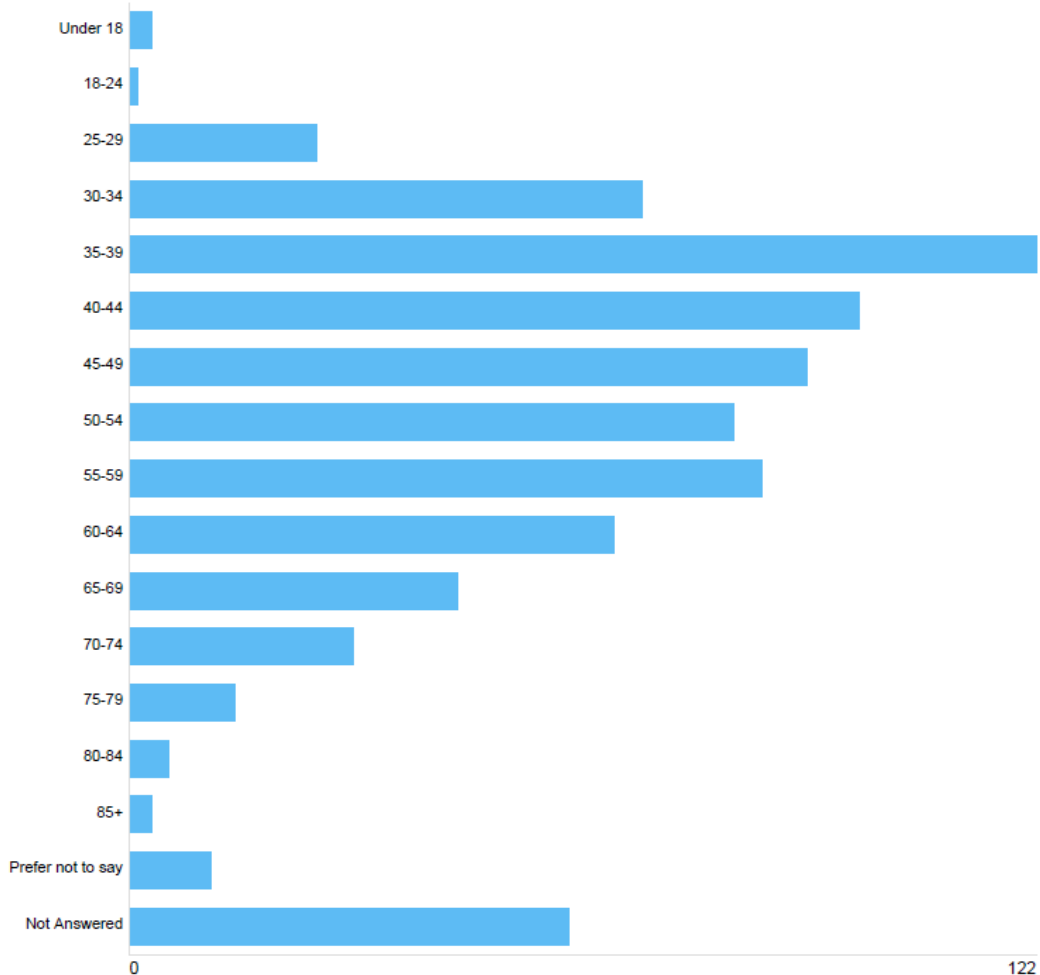
	Number of Sites	% of Number of Sites	Area(ha)	% of Total Area
GOOD	35	10.03%	220.45	28.35%
FAIR	207	59.61%	481.33	61.90%
POOR	107	30.66%	75.78	9.75%
TOTAL	349	100%	777.56	100%

A review of service user data and outcomes was undertaken by the Parks & Open Spaces services. The information we gathered through this survey and other public engagement activities was used to influence the Council's Local Plan and Parks & Open Spaces Strategy 2020-2025.

Below shows relevant park user data from the 2018 consultation showing who is represented as park users in the borough:

Question 21: What is your age?

Age



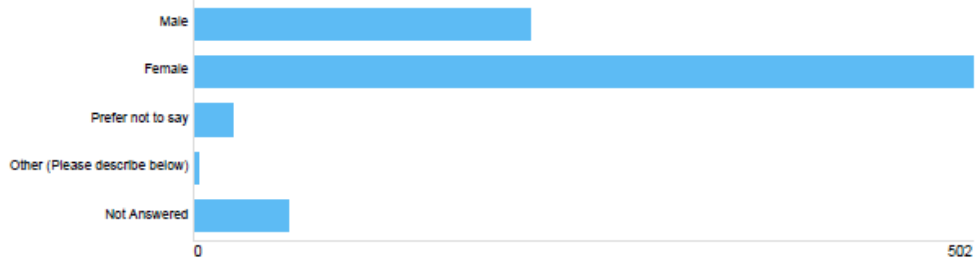
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Lewisham

Option	Total	Percent
Under 18	3	0.37%
18-24	1	0.12%
25-29	25	3.10%
30-34	69	8.56%
35-39	122	15.14%
40-44	98	12.16%
45-49	91	11.28%
50-54	81	10.05%
55-59	85	10.55%
60-64	65	8.06%
65-69	44	5.46%
70-74	30	3.72%
75-79	14	1.74%
80-84	5	0.62%
85+	3	0.37%
Prefer not to say	11	1.36%
Not Answered	59	7.32%

Question 22: What is your sex?

Please select one of the following from the dropdown list:



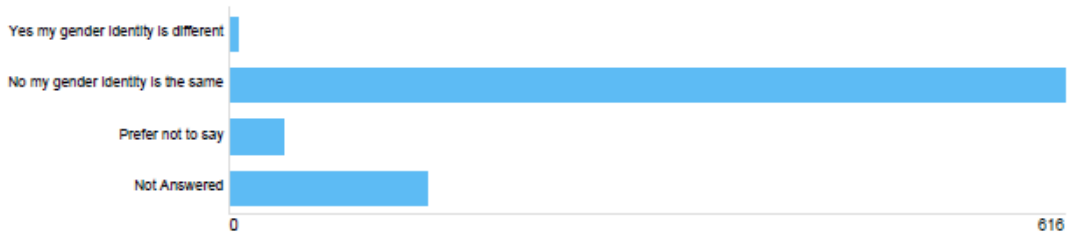
Option	Total	Percent
Male	217	26.92%
Female	502	62.28%
Prefer not to say	25	3.10%
Other (Please describe below)	2	0.25%
Not Answered	60	7.44%

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Question 23: Is your gender identity different from the gender you were assigned at birth?

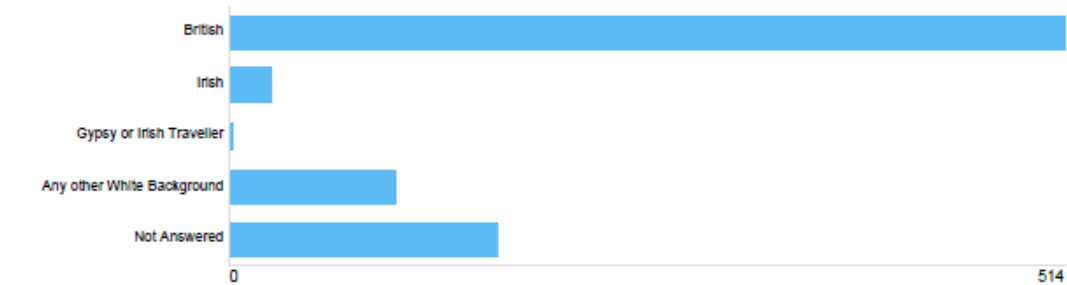
Transgender



Option	Total	Percent
Yes my gender identity is different	6	0.74%
No my gender identity is the same	616	76.43%
Prefer not to say	39	4.84%
Not Answered	145	17.99%

Question 24: What is your ethnicity?

Ethnicity - White

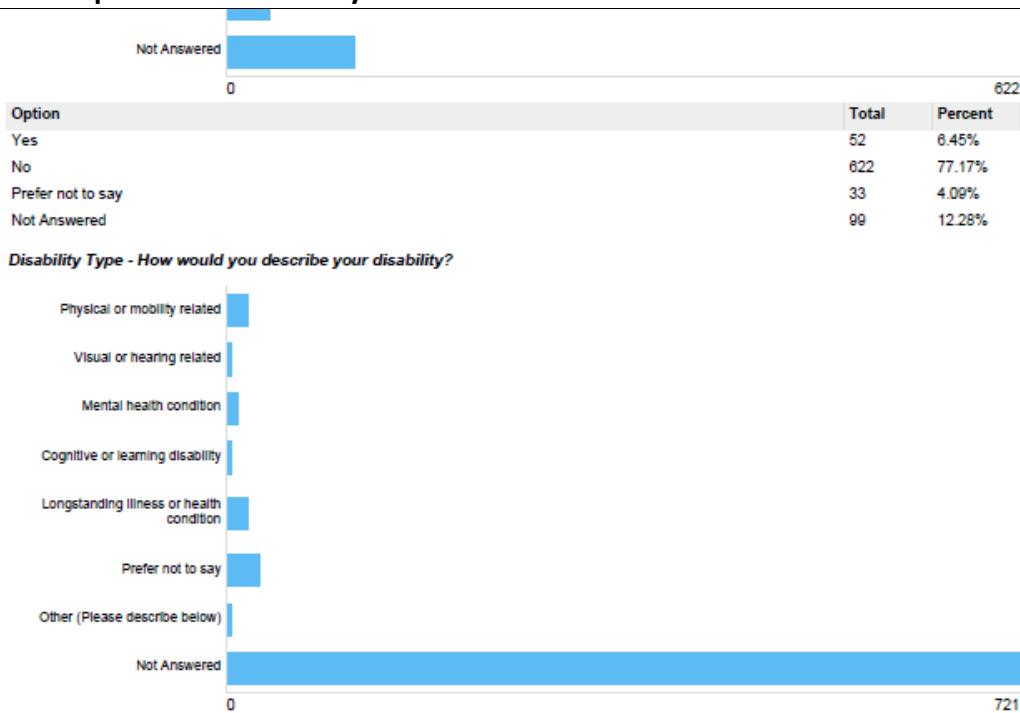


Option	Total	Percent
British	514	63.77%
Irish	25	3.10%
Gypsy or Irish Traveller	1	0.12%
Any other White Background	102	12.66%
Not Answered	164	20.35%

Ethnicity - Mixed or multiple ethnic groups



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4. The analysis

As demonstrated in the graphs above, people from ethnic minority backgrounds are unrepresented in the consultation data. Lewisham council seek to address this through various mitigating factors highlighted in the mitigation section.

We have also performed a recent consultation exercise on the future green space contract. Which was carried out on the 21st of September 2023 with representatives from the Lewisham Park User Group forum. An exercise carried out as part of the new contract procurement process. To inform areas for consideration and need for potential improvement.

Although the consultation exercise was underrepresented of people from ethnic minority backgrounds, this consultation exercises will inform how the park service will mitigate fair representation of this deficiency in the future consultation processes. We aim to improve the diversifications of the data we collate on ethnic background in future consultations and surveys throughout the borough.

Going forward in order to create a meaningful inclusive representation, we aim to ensure that underrepresented groups have a seat at the next & future decision-making forum. We would actively seek out diverse perspectives, create opportunities for collaboration, and champion the voices of underrepresented.

We would identify barriers and encourage engagement.

It also demonstrates that people with disabilities are unrepresented in the 2018 consultation exercise, only 6.45% in comparison to 15.2% of disabled people in Lewisham.

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We aim to ensure inclusivity and fair representation in future processes.

The largest age represented in the survey data was 35–39-year-olds at 12.9%. Ages below 18 were significantly underrepresented in this data at 0.37%. Age is probably underestimated in the consultation data as people below the age of 18 are much less likely to attend such consultation.

The data may not be conclusive to those who are park users, but we believe it provides a fair background of those who will be or potentially impacted in future changes, providing opportunities to mitigate them. This will be guided by our developed clear diversity and inclusivity policies.

5. Impact summary

See below summary of impacts. Overall, with all factors and wider commissioning decisions taken into consideration, the impact was found to be neutral across most protected characteristic and medium on others. It was however found to have positively impact people from an ethnic background as they are currently underrepresented in park user groups.

- Age – Medium
- Ethnicity/Race – Positive
- Religion or belief – Medium
- Language spoken – Neutral
- Gender/Sex – Medium
- Gender identity – Medium
- Disability – Medium
- Household type – Neutral
- Income – Neutral
- Carer status – Neutral
- Sexual orientation – Neutral
- Socio Economic – Medium
- Marriage and Civil Partnership – Neutral
- Pregnancy and Maternity – Neutral
- Refugee/Migrant/ Asylum seeker – Neutral
- Health & Social Care – Neutral
- Nationality – Neutral
- Employment – Neutral

The impact of the new park management contract will be particularly significant for ethnic minority groups who are currently underrepresented as park users. To address this issue, the contract aims to promote diversity within Friends of Park groups and the management team, fostering a more inclusive and representative environment. Through consultation exercises and data gathering, the specific needs and preferences of underrepresented communities will be considered. This will enable the development of targeted outreach and engagement strategies to encourage park usage among individuals from diverse ethnic backgrounds. Ultimately, the contract will prioritise community involvement and collaboration, ensuring the park management reflects the surrounding population's diversity.

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6. Mitigation

As part of this process in the implementation of this procurement process, it ensures due regards are paid to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

We will work towards overarching **Equality Act 2010 Public sector equality duty**.

- Removing or minimising disadvantages suffered by people due to their protected characteristics.
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people.
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

Age:

The parks & open space strategy action plan will ensure that all play spaces and opportunities are available and accessible to all Lewisham children and young people of all ages. Opportunities will also be available for intergenerational & all-inclusive play, where adults can participate and enjoy play as well as people with various disabilities. We will achieve this through targeted areas of service delivery.

Disability:

The delivery plan of the Parks & Open Spaces strategy will ensure that both new and existing, play provisions are accessible with appropriate reasonable adjustments to allow full participation from children and young people with all types of disabilities. Work with disabilities coalition groups to involve Children and young people with disabilities and their families in the design and development of play opportunities within our park and other open spaces.

Ethnicity /Race /Religion:

The Council's Corporate Equalities Policy will be used to reflected in the action plan of play provisions. To ensure that parks & open spaces show a multicultural theme and are responsive to cultural needs. Through ongoing consultations and park user surveys being carried out, in tangent with our park's service delivery plan, we aim to identify and address potential barriers of play for children and young people from diverse backgrounds and to actively seek to ways of meeting the needs and expectations.

Gender/Sex:

To work in partnership with park users' groups in tangent with our strategic delivery plan to promotes equality and ensure that all service provision within our park embed' s equality into practice.

Overall, wherever possible & practicable we aim to also measure levels of discrimination against all protected characteristics groups.

Inorder to ensure a successful approach to mitigation, we would adopt a core principle of Community engagement strategy, which will be through transparency, trust openness, collaboration, and shared purpose. Which will subsequently ensure a sustainable engagement & participatory culture, particularly within minority ethnic & underrepresented groups.

6. Service user journey that this decision or project impacts

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The following would be considered as part of our commitment to consider our service users throughout the procurement process and going forward in the future.

Ensure that good equality and diversity practices, to make sure that the services provided to people by the new contractor are fair, opened and made accessible to everyone.

And ensure that people are treated as equals and that people get the dignity and respect, they deserve. And that their differences are celebrated.

Ensure that everyone in the community feels that their park or green space are places & spaces that can be access freely.

Aim to actively promote equality and diversity to help our parks or open spaces to thrive. Which will in turn help us attract a wider pool of people from varied ethnic & religious backgrounds, volunteers, and other users.

Most importantly, that people of all backgrounds can come together and enjoy these facilities.

To continue to encourage children from diverse backgrounds through volunteering, by reaching out to a local school or college that attracts the demographic group we are seeking to engage. Through engagement in wildlife ecological or outdoors components as part of their curricula activities.

What the Council is already doing to meet our equality responsibilities:

Providing accessible paths for wheelchair/pushchair users within our park.

Working alongside our leisure & sport section to provide play opportunities for people with disabilities and special needs, so that everybody, regardless of disability or additional needs, can access sport or physical activity that suits them.

Providing a range of leisure activities within our parks to cater for varied age range i.e., outdoor gym equipment to keep active and to maintain and improve their health and wellbeing.

Promoting consultation and community engagement through our park improvement & development processes.

Organise and facilitate outdoor environmental education for schools' pupils of diverse background irrespective of ethnicity of gender orientations.

Working with the safe neighbourhood service to ensure a safe and welcoming park for everyone to use.

Potential risks of the Equality & Diversity Policy:

Failing to comply with equality duties and/or other equalities legislation.

Compliance notices and/or enforcement action being taken by the Equality and Human Rights Commission.

Insufficient staff and/or lack of cooperation to take forward the Policy's actions and priorities. Financial consequences of enforcement action/non-compliance.

Financial consequences of discrimination/harassment claims.

Impact on the Council's reputation if we are not perceived as an 'equal opportunities employer'.

Risk of service exclusion if we do not know who the hard-to-reach groups are and how to engage with them.

Signature
Director

of

