

Equality Analysis (EA)

Financial Year
2017/18

Section 1 – General Information (Aims and Objectives)

**See Appendix
A**

Current decision
rating



Open Space Strategy 2017 – 2027

The Open Space Strategy is a high level document and, as such, does not contain decisions related to individual parks and open spaces. The focus of this equalities analysis is therefore equally focussed at the strategic level. It considers borough-wide equalities data about the use and significance of parks and open spaces to different groups of residents.

The purpose of the Open Space Strategy is:

- [A] Managing the impact of population growth on the provision of open spaces
- [B] Attracting and guiding investment in parks and open spaces to the best effect for Tower Hamlets
- [C] Contributing to sustainable development
- [D] Addressing competing demands on parks and open spaces
- [E] Mitigating the revenue costs for the council of managing and maintaining parks and open spaces in Tower Hamlets

The evidence in the Strategy and the recommended criteria for investment may inform individual decisions impacting specific parks and open spaces. It will be necessary to carry out individual equalities assessments for these decisions, as appropriate and if identified as a result of EA checklist completion.

The Open Space Strategy is expected to be reviewed again in 2022. At this point it would be prudent to review the overall influence of the Open Space Strategy on the creation and improvement of open spaces for that period, and any related equalities implications.

Conclusion - To be completed at the end of the Equality Analysis process

The EA has identified that there is no adverse impact on a particular group. The Open Space Strategy is specifically aimed at reducing inequalities in access to open space and ensuring that all residents can benefit from the positive impacts of open space. The Strategy seeks to foster cohesion by ensuring that open space can continue to be a place for interaction and engagement as demand on space increases from a growing population.

Name: Judith St John – Divisional Director Sport, Culture and Leisure
(signed off by)

Date signed off:
(approved)

Service Area: Governance Directorate

Team Name: Strategy, Policy, Equalities & Partnerships

Service Manager: Thorsten Dreyer

Name and role of the officer completing the EA: Sam Springate (Strategy, Policy and Performance Officer)

Section 2 – Evidence (Consideration of Data and Information)

What initial evidence do we have which may help us think about the impacts or likely impacts on service users or staff?

A range of research activities and studies have informed the Strategy. The following activities were carried out to support the development of this Strategy, and equalities data was captured where possible:

- Culture, Leisure and Open Spaces survey 2016 (a representative telephone survey of Tower Hamlets residents carried out in October/November 2016).
- In-depth focus groups with targeted stakeholder groups, including young people representatives.

Other information sources that informed the Strategy include:

- Budget Review consultations November 2016
- Annual Residents Survey 2016
- Local parks consultations 2016
- Pupil Attitude Survey 2016
- Public Health Community Engagement 2016
- Your Borough, Your Future consultation
- Public Health Joint Strategic Needs Analysis
- HMRC's 'children in a low income' data
- 'Housing Benefit in Tower Hamlets' data

Section 3 – Assessing the Impacts on the 9 Groups

Please refer to the guidance notes below and evidence how you're proposal impact upon the nine Protected Characteristics in the table on page 3?

For the nine protected characteristics detailed in the table below please consider:

- **What is the equality profile of service users or beneficiaries that will or are likely to be affected?**

Use the Council's approved diversity monitoring categories and provide data by target group of users or beneficiaries to determine whether the service user profile reflects the local population or relevant target group or if there is over or under representation of these groups

- **What qualitative or quantitative data do we have?**

List all examples of quantitative and qualitative data available
(include information where appropriate from other directorates, Census 2001 etc)

- Data trends – how does current practice ensure equality

- **Equalities profile of staff?**

Indicate profile by target groups and assess relevance to policy aims and objectives e.g. Workforce to Reflect the Community. Identify staff responsible for delivering the service including where they are not directly employed by the council.

- **Barriers?**

What are the potential or known barriers to participation for the different equality target groups? Eg- communication, access, locality etc.

- **Recent consultation exercises carried out?**

Detail consultation with relevant interest groups, other public bodies, voluntary organisations, community groups, trade unions, focus groups and other groups, surveys and questionnaires undertaken etc. Focus in particular on the findings of views expressed by the equality target groups. Such consultation exercises should be appropriate and proportionate and may range from assembling focus groups to a one to one meeting.

- **Additional factors which may influence disproportionate or adverse impact?**

Management Arrangements - How is the Service managed, are there any management arrangements which may have a disproportionate impact on the equality target groups

- **The Process of Service Delivery?**

In particular look at the arrangements for the service being provided including opening times, custom and practice, awareness of the service to local people, communication

Please also consider how the proposal will impact upon the 3 One Tower Hamlets objectives:-

- Reduce inequalities
- Ensure strong community cohesion
- Strengthen community leadership.

Please Note -

Reports/stats/data can be added as Appendix

Target Groups	Impact – Positive or Adverse	Reason(s) Please also how the proposal will promote the three One Tower Hamlets objectives? -Reducing inequalities -Ensuring strong community cohesion -Strengthening community leadership
Race	Positive	<p>Open spaces are a resource accessible to all residents of the borough free at the point of use. Due to their nature as public space, open spaces and parks present an opportunity for bringing together people from different backgrounds. Increasing population density in Tower Hamlets will place increasing demand on open space, which may have negative impacts on community cohesion. The Strategy identifies investment priorities for improving existing parks and open spaces. It also identifies locations for the creation of new open space based on careful analysis of areas of the borough where residents are experiencing open space deficiency. Areas of open space deficiency may have higher concentrations of people sharing specific protected characteristics. However, demographic data is not sufficiently detailed to draw specific conclusions. By prioritising how to invest, recognising the demands from different user groups and seeking to close gaps in deficiency, the Strategy is intrinsically about eliminating discrimination, fostering cohesion and advancing equality of opportunity. It aims to benefit all who live, work and study in the borough.</p> <p>The results of the Culture, Leisure and Open Spaces survey 2016 (the telephone survey) show that the respondents' satisfaction with the borough's parks and open spaces is high across different ethnic groups. The Strategy aims to maintain the high satisfaction of this group through improving the existing parks and open spaces.</p>
Disability	Positive	<p>Open spaces are a resource accessible to all residents of the borough free at the point of use. Due to their nature as public space, open spaces and parks present an opportunity for bringing together people from different backgrounds. Increasing population density in Tower Hamlets will place increasing demand on open space, which may have negative impacts on community cohesion. The Strategy identifies investment priorities for improving existing parks and open spaces. It also identifies locations for the creation of new open space based on careful analysis of areas of the borough where residents are experiencing open space deficiency. Areas of open space deficiency may have higher concentrations of people sharing specific protected characteristics. However, demographic data is not sufficiently detailed to draw specific conclusions. By prioritising how to invest, recognising the demands from different user groups and seeking to close gaps in deficiency, the Strategy is intrinsically about eliminating discrimination, fostering cohesion and advancing equality of opportunity. It aims to benefit all who live, work and study in the borough.</p> <p>The results of the Culture, Leisure and Open Spaces survey 2016 (the telephone survey) show that the level of this group's satisfaction with the borough's parks and open spaces was very close to the one of all the respondents. The Strategy aims to maintain the high satisfaction of this group through improving the existing parks and open spaces. The quality and value audit of open spaces in the borough considered physical access to</p>

		sites and, for each site, identifies potential access improvements.
Gender	Positive	<p>Open spaces are a resource accessible to all residents of the borough free at the point of use. Due to their nature as public space, open spaces and parks present an opportunity for bringing together people from different backgrounds. Increasing population density in Tower Hamlets will place increasing demand on open space, which may have negative impacts on community cohesion. The Strategy identifies investment priorities for improving existing parks and open spaces. It also identifies locations for the creation of new open space based on careful analysis of areas of the borough where residents are experiencing open space deficiency. Areas of open space deficiency may have higher concentrations of people sharing specific protected characteristics. However, demographic data is not sufficiently detailed to draw specific conclusions. By prioritising how to invest, recognising the demands from different user groups and seeking to close gaps in deficiency, the Strategy is intrinsically about eliminating discrimination, fostering cohesion and advancing equality of opportunity. It aims to benefit all who live, work and study in the borough.</p> <p>The results of the Culture, Leisure and Open Spaces survey 2016 (the telephone survey) show that both male and female respondents were highly satisfied with the borough's parks and open spaces. The Strategy aims to maintain the high satisfaction of this group through improving the existing parks and open spaces.</p> <p>The Health and Wellbeing Strategy states that the average life expectancy of females in the borough was 8% lower than the national average and 10% lower for males. Parks and open spaces were cited as a valuable tool in increasing healthy outcomes leading to greater life expectancy.</p> <p>The quality and value audit of open spaces in the borough considered security and the perception of safety, which can be particularly important to some people sharing protected characteristics. Safety and security improvement recommendations are contained in the site reports.</p>
Gender Reassignment	Positive	<p>Open spaces are a resource accessible to all residents of the borough free at the point of use. Due to their nature as public space, open spaces and parks present an opportunity for bringing together people from different backgrounds. Increasing population density in Tower Hamlets will place increasing demand on open space, which may have negative impacts on community cohesion. The Strategy identifies investment priorities for improving existing parks and open spaces. It also identifies locations for the creation of new open space based on careful analysis of areas of the borough where residents are experiencing open space deficiency. Areas of open space deficiency may have higher concentrations of people sharing specific protected characteristics. However, demographic data is not sufficiently detailed to draw specific conclusions. By prioritising how to invest, recognising the demands from different user groups and seeking to close gaps in deficiency, the Strategy is intrinsically about eliminating discrimination, fostering cohesion and advancing equality of opportunity. It aims to benefit all who live, work and study in the borough, although we do not have conclusive data of this group.</p> <p>The quality and value audit of open spaces in the borough considered security and the perception of safety, which can be particularly important to some people sharing protected characteristics. Safety and security improvement</p>

		recommendations are contained in the site reports.
Sexual Orientation	Positive	<p>Open spaces are a resource accessible to all residents of the borough free at the point of use. Due to their nature as public space, open spaces and parks present and opportunity for bringing together people from different backgrounds. Increasing population density in Tower Hamlets will place increasing demand on open space, which may have negative impacts on community cohesion. The Strategy identifies investment priorities for improving existing parks and open spaces. It also identifies locations for the creation of new open space based on careful analysis of areas of the borough where residents are experiencing open space deficiency. Areas of open space deficiency may have higher concentrations of people sharing specific protected characteristics. However, demographic data is not sufficiently detailed to draw specific conclusions. By prioritising how to invest, recognising the demands from different user groups and seeking to close gaps in deficiency, the Strategy is intrinsically about elimination discrimination, fostering cohesion and advancing equality of opportunity. It aims to benefit all who live, work and study in the borough, although we do not have conclusive data of this group.</p> <p>The quality and value audit of open spaces in the borough considered security and the perception of safety, which can be particularly important to some people sharing protected characteristics. Safety and security improvement recommendations are contained in the site reports.</p>
Religion or Belief	Positive	<p>Open spaces are a resource accessible to all residents of the borough free at the point of use. Due to their nature as public space, open spaces and parks present and opportunity for bringing together people from different backgrounds. Increasing population density in Tower Hamlets will place increasing demand on open space, which may have negative impacts on community cohesion. The Strategy identifies investment priorities for improving existing parks and open spaces. It also identifies locations for the creation of new open space based on careful analysis of areas of the borough where residents are experiencing open space deficiency. Areas of open space deficiency may have higher concentrations of people sharing specific protected characteristics. However, demographic data is not sufficiently detailed to draw specific conclusions. By prioritising how to invest, recognising the demands from different user groups and seeking to close gaps in deficiency, the Strategy is intrinsically about elimination discrimination, fostering cohesion and advancing equality of opportunity. It aims to benefit all who live, work and study in the borough.</p> <p>The results of the Culture, Leisure and Open Spaces survey 2016 (the telephone survey) show that the respondents' satisfaction with the borough's parks and open spaces is high across different religious groups. The Strategy aims to maintain the high satisfaction of this group through improving the existing parks and open spaces.</p> <p>The quality and value audit of open spaces in the borough considered security and the perception of safety, which can be particularly important to some people sharing protected characteristics. Safety and security improvement recommendations are contained in the site reports.</p>
Age	Positive	Open spaces are a resource accessible to all residents of the borough free at the point of use. Due to their nature as public space, open spaces and parks present and opportunity for bringing together people from different backgrounds. Increasing population density in Tower Hamlets will place increasing demand on open space, which

		<p>may have negative impacts on community cohesion. The Strategy identifies investment priorities for improving existing parks and open spaces. It also identifies locations for the creation of new open space based on careful analysis of areas of the borough where residents are experiencing open space deficiency. Areas of open space deficiency may have higher concentrations of people sharing specific protected characteristics. However, demographic data is not sufficiently detailed to draw specific conclusions. By prioritising how to invest, recognising the demands from different user groups and seeking to close gaps in deficiency, the Strategy is intrinsically about elimination discrimination, fostering cohesion and advancing equality of opportunity. It aims to benefit all who live, work and study in the borough.</p> <p>The results of the Culture, Leisure and Open Spaces survey 2016 (the telephone survey) show that the respondents' satisfaction with the borough's parks and open spaces is high across different age groups. The Strategy aims to maintain the high satisfaction of this group through improving the existing parks and open spaces.</p> <p>The Pupil Attitude Survey found that boys were more active than girls before school, during break times and after school (out of a sample size of 2,647). Going to a park is the second most popular activity for 65% of primary school children (out of sample size of 1,247) and 59% of Secondary school children (out of sample size of 1,808), making it the second most popular choice after reading.</p> <p>The data for HMRC's 'children in a low income' measure, showed Tower Hamlets as having 24% more children in poverty than the national average and 18% more than the London average. The Housing Benefit data for Tower Hamlets shows that half of the borough's children live in families who receive Housing Benefit.</p> <p>The Health and Wellbeing Strategy advised that Tower Hamlets has significantly more underweight and overweight children than the national average, as well as widespread vitamin D deficiency due to a lack of sunshine. They advised that parks and play areas within parks have a crucial role in improving on both figures.</p> <p>The quality and value audit of open spaces in the borough considered security and the perception of safety, which can be particularly important to some people sharing protected characteristics. Safety and security improvement recommendations are contained in the site reports.</p>
Marriage and Civil Partnerships.	Positive	<p>Open spaces are a resource accessible to all residents of the borough free at the point of use. Due to their nature as public space, open spaces and parks present and opportunity for bringing together people from different backgrounds. Increasing population density in Tower Hamlets will place increasing demand on open space, which may have negative impacts on community cohesion. The Strategy identifies investment priorities for improving existing parks and open spaces. It also identifies locations for the creation of new open space based on careful analysis of areas of the borough where residents are experiencing open space deficiency. Areas of open space deficiency may have higher concentrations of people sharing specific protected characteristics. However, demographic data is not sufficiently detailed to draw specific conclusions. By prioritising how to invest, recognising the demands from different user groups and seeking to close gaps in deficiency, the Strategy is intrinsically about elimination discrimination, fostering cohesion and advancing equality of opportunity. It aims to benefit all who live,</p>

		<p>work and study in the borough, although we do not have conclusive data of this group.</p> <p>The quality and value audit of open spaces in the borough considered security and the perception of safety, which can be particularly important to some people sharing protected characteristics. Safety and security improvement recommendations are contained in the site reports.</p>
Pregnancy and Maternity	Positive	<p>Open spaces are a resource accessible to all residents of the borough free at the point of use. Due to their nature as public space, open spaces and parks present and opportunity for bringing together people from different backgrounds. Increasing population density in Tower Hamlets will place increasing demand on open space, which may have negative impacts on community cohesion. The Strategy identifies investment priorities for improving existing parks and open spaces. It also identifies locations for the creation of new open space based on careful analysis of areas of the borough where residents are experiencing open space deficiency. Areas of open space deficiency may have higher concentrations of people sharing specific protected characteristics. However, demographic data is not sufficiently detailed to draw specific conclusions. By prioritising how to invest, recognising the demands from different user groups and seeking to close gaps in deficiency, the Strategy is intrinsically about elimination discrimination, fostering cohesion and advancing equality of opportunity. It aims to benefit all who live, work and study in the borough, although we do not have conclusive data of this group.</p>
Other (Socio-economic and carers)	Positive	<p>Open spaces are a resource accessible to all residents of the borough free at the point of use. Due to their nature as public space, open spaces and parks present and opportunity for bringing together people from different backgrounds. Increasing population density in Tower Hamlets will place increasing demand on open space, which may have negative impacts on community cohesion. The Strategy identifies investment priorities for improving existing parks and open spaces. It also identifies locations for the creation of new open space based on careful analysis of areas of the borough where residents are experiencing open space deficiency. Areas of open space deficiency may have higher concentrations of people sharing specific protected characteristics. However, demographic data is not sufficiently detailed to draw specific conclusions. By prioritising how to invest, recognising the demands from different user groups and seeking to close gaps in deficiency, the Strategy is intrinsically about elimination discrimination, fostering cohesion and advancing equality of opportunity. It aims to benefit all who live, work and study in the borough, although we do not have conclusive data of this group.</p>

Section 4 – Mitigating Impacts and Alternative Options

From the analysis and interpretation of evidence in section 2 and 3 - Is there any evidence or view that suggests that different equality or other protected groups (including staff) could be adversely and/or disproportionately impacted by the proposal?

Yes? No? ✓

If yes, please detail below how evidence influenced and formed the proposal? For example, why parts of the proposal were added / removed?

(Please note – a key part of the EA process is to show that we have made reasonable and informed attempts to mitigate any negative impacts. An EA is a service improvement tool and as such you may wish to consider a number of alternative options or mitigation in terms of the proposal.)

Where you believe the proposal discriminates but not unlawfully, you must set out below your objective justification for continuing with the proposal, without mitigating action.

n/a

Section 5 – Quality Assurance and Monitoring

Have monitoring systems been put in place to check the implementation of the proposal and recommendations?

Yes? ✓ No?

How will the monitoring systems further assess the impact on the equality target groups?

Reviewing information from the Annual Residents Survey

Does the policy/function comply with equalities legislation?
(Please consider the [OTH objectives](#) and [Public Sector Equality Duty](#) criteria)

Yes? ✓ No?

If there are gaps in information or areas for further improvement, please list them below:

As discussed at the start of this document, when the Open Space Strategy is next reviewed it may be prudent to consider the overall influence of the Open Space Strategy on the creation of new spaces and the improvement of existing ones and how this impacts on gaps in provision. There is currently insufficient data to underpin this type of review. Consideration should be given to addressing this gap, as this type of performance information is one way to systematically understand the impact of the Strategy on equalities groups. However, as parks and open spaces are free to access such data will always be based on sampling and surveys.

How will the results of this Equality Analysis feed into the performance planning process?

Equalities data is captured, where possible, in our resident feedback (e.g. Annual Residents survey) so it can be analysed for performance purposes.

Section 6 - Action Plan

*As a result of these conclusions and recommendations what actions (if any) **will** be included in your business planning and wider review processes (team plan)? Please consider any gaps or areas needing further attention in the table below the example.*

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
Ensure that equalities data continues to be captured as practicable in the context of a free to access service	Ensure that equalities data continues to be captured as practicable in the context of a free to access service	Ongoing	Head of Arts, Park & Events	

Appendix A

Equality Assessment Criteria

Decision	Action	Risk
As a result of performing the analysis, the Open Space Strategy does not appear to have any adverse effects on people who share <i>Protected Characteristics</i> and no further actions are recommended at this stage.	Proceed with implementation	Green: 