

# Equalities Analysis in Lambeth

Proposal Title \*

Creation of Partnership Board for Hillside Gardens Park

Author

Kevin Crook

Please provide name of lead author and/or those within project team who may be required to contribute to this assessment

Who will sign off the assessment?

Venetia Reid-Baptiste

Please indicate who will be involved in approving this assessment. This will need to be signed off by the Director

Q1a. What is changing?

The Council is proposing to create a new Partnership Board for the management of Hillside Gardens Park and Palace Road Nature Garden. The Board will include ward councillors, the Friends of group and a range of other community stakeholders.

What is the most significant or key change taking place? Can you indicate the type of change in your response (e.g. policy/decision/strategy/ service/procedural/ geographic/procurement etc.) so it is clear what is being equalities assessed? Why is this change happening? What do you aim to achieve? Can you clearly indicate what decision-makers are being asked to take a decision on?

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Q1b. Who will be involved in approving this decision?

Parks, Democratic Services, Legal Services, Finance, ward councillors for streatham Hill, Strategic Director for Resident Services and the Cabinet Member for Equalities and Culture

Who else will be involved in signing-off this decision?

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Q2a. What do we know about the people who will be impacted by this

change?

A small number of people will be directly affected as Board members. Otherwise it is anticipated that all park users will be positively impacted by improvements to planning and management of these two green spaces.

We do not have demographic information regarding either possible Board members or park users. However, a high percentage of Lambeth residents regularly visit their local park, so it can be anticipated that users are broadly representative of the local population.

What does your information tell you about the people who will be affected by this change? Are protected groups impacted? What information do you hold on the protected characteristics of the people affected by the change? (Age, disability, gender reassignment, pregnancy and maternity, race/ethnicity, religion or belief, gender, sexual orientation, health, socio-economic, language) Are there any gaps or missing information?

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## Q2b. How will they be impacted by the change?

The creation of a Partnership Board will not have the potential to negatively impact on the protected characteristics. It will give local residents a direct avenue to discuss management of the parks with the council; and to get much more involved with decision-making and place-shaping.

Meetings will also be open to the public and will very much provide an opportunity for anyone or any group who feels at all discriminated against by the way the park operates, to raise their concerns and propose solutions.

It may be for example that people with specific disabilities have difficulty accessing the park or making full use of the facilities.

Would you assess the impact as positive, adverse, neutral? Do you have any uncertainty about the impact of your proposal? Is there a likelihood that some people will be more impacted than others? Can you describe the ways in which they will be affected? How might this change affect our 'general duty'?

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## Q3a. How do you plan to promote and deliver any positive impacts of the proposal?

This will be something for the Board to decide, but the most likely routes are the standard media channels used by the Council and the other stakeholders represented on the Board.

How might the principles of fairness, equality of opportunity and positive relationships be further promoted as a consequence of this proposal? How do you propose to measure your positive outcomes and the benefits outlined to find out if these have been achieved?

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## Q3b How do you plan to address and mitigate any negative impacts of the proposal?

No negative impacts are likely.

What impact has this evidence had on what you are proposing? What can you do differently that might lessen the impact on people within the timeframes i.e. development-implementation? Who can help you to develop these solutions?

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Q4. How will you review/evaluate your proposal, mitigating actions and/or benefits? Who will be responsible for this?

The Board will review its performance and activity. This will also be reviewed and monitored by senior managers.

Who will you be accountable to for the above actions/outcome? How will those responsible know these actions have worked? What performance indicators will you use to demonstrate this? Are there any other forms of evidence you can use to support this assessment of their effectiveness?

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### Section to be completed by Sponsor/Director/Head of Service

Outcome of equality impact assessment

- No adverse impact, no change required
- Low adverse impact, minor adjustment required
- Significant adverse impact, further action required
- Significant impact identified unable to mitigate fully
- Unlawful in/direct discrimination, stop and rethink

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Comments from Sponsor/Director/Head of Service

Submit for approval

Submit for approval

Executive Approval

Approved

Attachments

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