

Equality Impact Assessment (EQIA)

The characteristics protected by the Equality Act 2010 are:

Disability	Age	Sex (gender)
Gender reassignment	Marriage/civil partnership	Pregnancy/maternity
Race	Sexual orientation	Religion/belief

By law we must have due regard to the need to:

- (a) *eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act*
- (b) *advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it*
- (c) *foster good relations between persons who share a relevant protected characteristic and persons who do not share it.*

In effect, this means that we need to ensure that our policies and services are fair, equitable and proportionate and where possible mitigate against any adverse impacts on people from the different protected characteristics.

In addition to the above protected characteristics, you should consider the impact of living in a **rural area** as part of this assessment. Where people live is not a characteristic protected by law, but for an organisation such as Babergh and Mid Suffolk District Councils it is good practice to consider carefully how location may affect people’s experience of a policy or service.

The Rural-Urban definition defines the rurality of very small census based geographies. Census Output Areas forming settlements with populations of over 10,000 (which are urban), while the remainder are defined as one of three rural types: *town and fringe, village or hamlet and dispersed*.

Details	
Service or policy title	New café and replacement and improvement to the public convenience in Belle Vue
Lead officer <i>(responsible for the policy or service/function)</i>	Lee Carvell
Officers carrying out the EQIA <i>(at least one must have done EQIA training and it is recommended that an officer responsible for the policy or service/function is involved in completion)</i>	Kate Parnum
Is this new or a revision? <i>(If revision state when previous EQIA undertaken)</i>	This is new EQIA but aligns with the EQIA completed for Belle Vue front entrance that was completed 8 th July 2022
Is this the first time this policy or function has been assessed?	Please see above, the entrance concept was assessed alongside the impact for opening up the park. This EQIA is focused on improving the current public convenience provision and a new café (both modular construction) to support the use of the park.

Equality Impact Assessment (EQIA)

Date of completing this EQIA	18 th August 2023
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Description
<p>What exactly is proposed? <i>(Describe the service/policy and the changes that are being planned)</i></p> <p><i>The demolition of the current (1930's era) dilapidated public conveniences, and replacement with a new café, public conveniences and new changing place facility</i></p>
<p>Why? <i>(Give reasons why these changes are being introduced)</i></p> <p><i>The current provision has reached the end of this life and is costly to repair and maintain whilst being of poor quality and appearance given the importance of the park to the town and community. There are regular instances of vandalism and no regular monitoring of the facilities.</i></p> <p><i>There is a temporary café kiosk which offers a limited provision on the other side of the park. There is no seating, a very limited food and beverage offer and irregular and seasonal hours of operation.</i></p> <p><i>The proposal is to have a modular café of good quality and contemporary finish befitting the park setting, with new public conveniences and changing place facilities together. This will also improve monitoring and security on the site and give reassurance to visitors who may be concerned with the vandalism and ASB that has been experienced in the park. It may increase the footfall, frequency and duration of visits.</i></p> <p><i>Better facilities on site will also support a range of park events and future programme development which are of benefit to the local community and economy.</i></p>
<p>What will the effect of the changes be? <i>(Describe which people, communities, localities etc. will be affected by the changes)</i></p> <p><i>The park is a public facility for people of all ages and demographics. This will be a positive impact as the provision will be accessible and inclusive, and is part of a wider site strategy and improvement programme for the site. There have been several engagements with the community and local stakeholders about what they want at Belle Vue Park, and it has effectively been a stalled site for a number of years but there has been strong consensus that toilet provision and with a café is a higher priority.</i></p> <p><i>A full engagement over 2 months in late 2021 in the park was well responded to, and over 190 visitors viewed concepts and proposals over the 2-day park event, and the feedback from comments and surveys showed:</i></p>

Equality Impact Assessment (EQIA)

QUESTION ONE

Please rank the suggested improvements to the park area in order of what is most important to you?

RANKING OF RESPONSES

- 1 New toilets, including enhanced accessibility features
- 2 Improved play areas and equipment (for all age groups)
- 3 New café with indoor & outdoor seating
- 4 Improving pedestrian and cycle access to the park
- 5 New park entrance with accessibility ramps
- 6 Sensory garden and improved space for socialising and wellbeing
- 7 Improved security measures
- 8 Biodiversity support (e.g. planting, bug hunt)
- 9 Improved routeways around the park, including seating points
- 10 Space to support park events (e.g. hard-standing for staging)

QUESTION TWO

What physical features of a new café facility do you think are most important?

RANKING OF RESPONSES

- 1 Integrated/same location toilet facilities
- 2 Sightlines from seating to play area
- 3 Ability to be seated both indoors and outdoors (including for wheelchair and buggy users)
- 4 Design aesthetics (sustainable materials, architecture, lighting etc.)
- 5 Security measures and installations (e.g. CCTV)
- 6 Setting – e.g. biodiversity planting to embed the facility into the park

QUESTION THREE

Which connectivity improvements do you believe to be most important to the routeways around the park?

RANKING OF RESPONSES

- 1 Accessible routes for wheelchair users and buggies/prams
- 2 Attractions and activities along the routes – e.g. sensory garden, formal garden views
- 3 Bench/seating stops along routes
- 4 Surfaces treatment
- 5 Shorter route options

Communities – To provide café and public conveniences that are fit for purpose and provide a provision that can be used by the community. Changing Place will offer enhanced inclusivity to those visitors with a range of needs and abilities.

Accessibility and inclusivity – The provisions are all inclusive units including anyone that is or is undergoing gender reassignment and anyone that have health impacting conditions. By having both a disabled toilet and changing place facilities this will allow all people with disabilities to have the right provision for their needs so that their can enjoy the park and events held there.

Localities – With the engagements with the community about what they wanted at Belle Vue Park this design and facilities were codesigned so that the community and localities have the provision they need and wanted to improve the area.

How will it be implemented? (Describe the decision making process, timescales, process for implementation)

Proposal for the new provision was agreed at Cabinet on 04 September 2023.
 Procurement of supplier and operator are underway from late-Summer 2023.
 Planning application to be submitted October 2023.

Equality Impact Assessment (EQIA)

<p>When is it due to start? <i>(Planned start of new/revised policy/service)</i></p> <p>The new facility should be open to the public for first-use by April 2024.</p>
<p>Any other relevant details</p> <p>N/A</p>

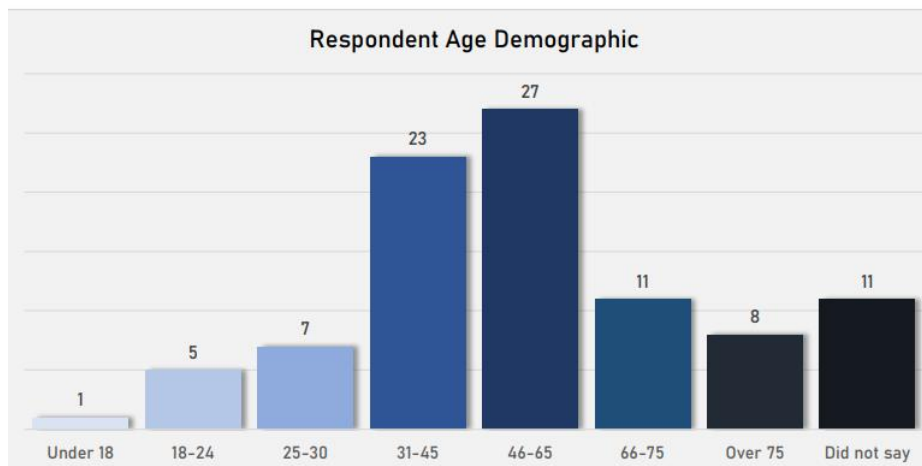
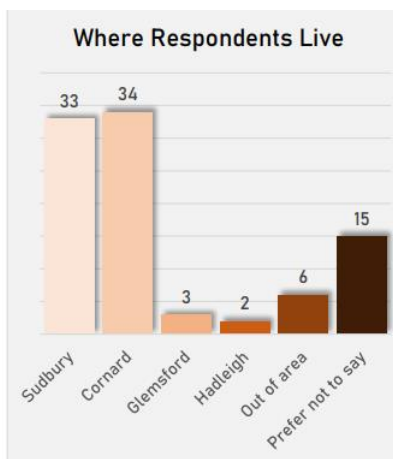
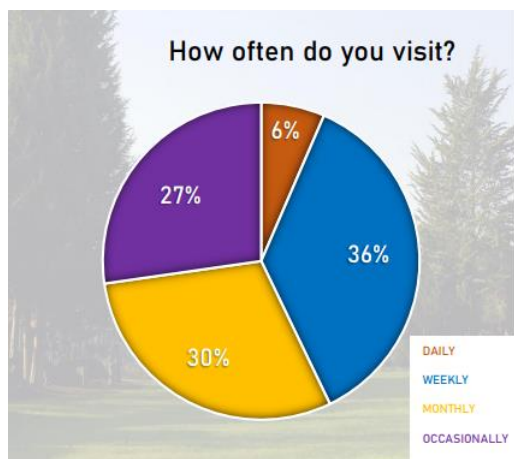
Data about the population

What is the demographic profile or make up of the community you are serving? *(A brief overview of quantitative data used and qualitative research undertaken, including customer surveys and focus groups, plus links to reports, local or national data that you have used, suggested sources of information can be found at the end of this document)*

Linked profiles:

- Population
- Health

From the 2021 engagement activities the demographic of respondents' age/locality were:



We also had specific comment on accessibility:

Equality Impact Assessment (EQIA)

ACCESSIBILITY COMMENTS



- Better than existing entrance which is poor for access
- Safe crossing points / locations in busy and congested area
- Rails needed on entrance ramps and raised kerb edging for open elevations
- Resting points must be level
- Crossings should be at grade (no bumps)
- Care that entrance not used as skateboard ramp. However, misuse risks must not outweigh the accessibility improvements for all
- Better for all users, not just those with access needs
- Wide entrance better for achieving compliant gradient
- Ensure entrance ramps compliant with requirements
- Play equipment for all users including those with disabilities
- Accessible toilets very welcome. Preferable to have 4 toilets including regular accessible and higher level and controlled 'Changing Place'
- Ensure volunteers remain involved with park and can access facilities
- Deliveries for maintenance and café need management
- Pathway routes on one level are better
- Cycle lane safety and compliance
- "Pleased to see that new entrance is being considered - it has always been so difficult to get from the main car parks into the park or from town generally"

What is the profile or make up of your service users by protected characteristics? (Where this data is available. If it is not currently available state any plans to collect this in future)

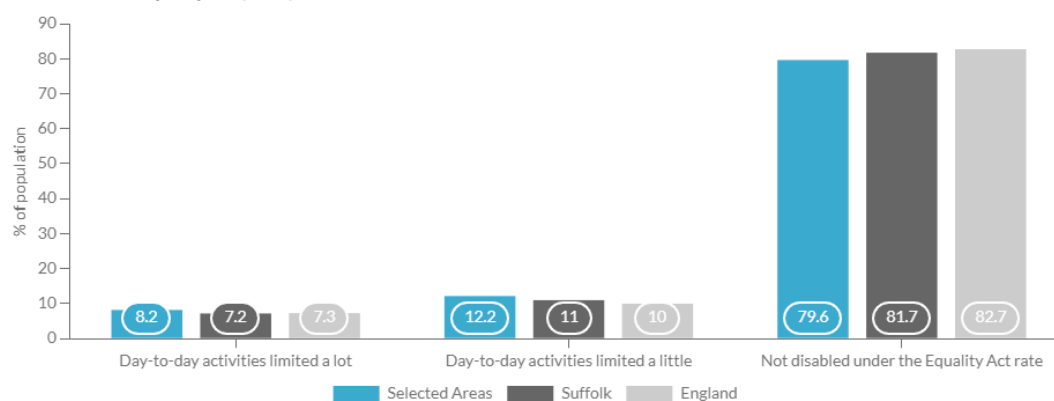
As this provision is open to the public, we can only provide the data for the Sudbury Area as a baseline for the profile. We do know that others visit the park but capturing this information will be challenging to collect.

The linked profiles give a full population and health profile for the Sudbury area - we have provided the tables/graphs for ease within this assessment. This is census data so that we can understand the impact whether positive or negative on the protected characteristics. However, there is no data on three of the protected characteristics - sexual orientation, pregnancy and gender reassignment on this level.

Disability

Disability

Disabled under the Equality Act (2021)



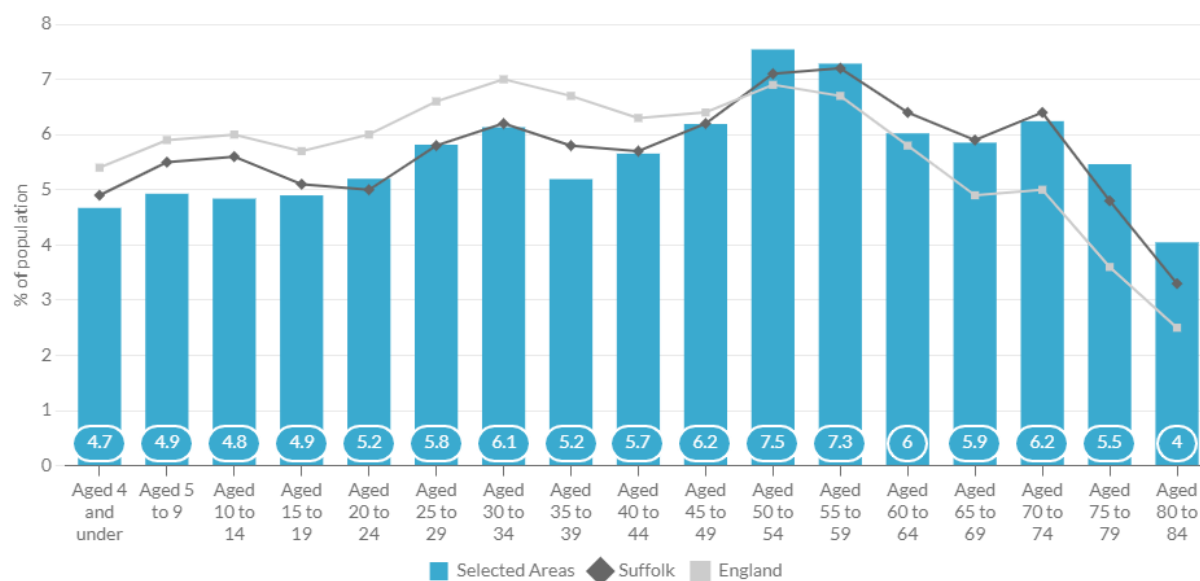
Source: ONS



Equality Impact Assessment (EQIA)

Age

Population by five-year age groups (2021)



Source: ONS, Census 2021



Religion/belief

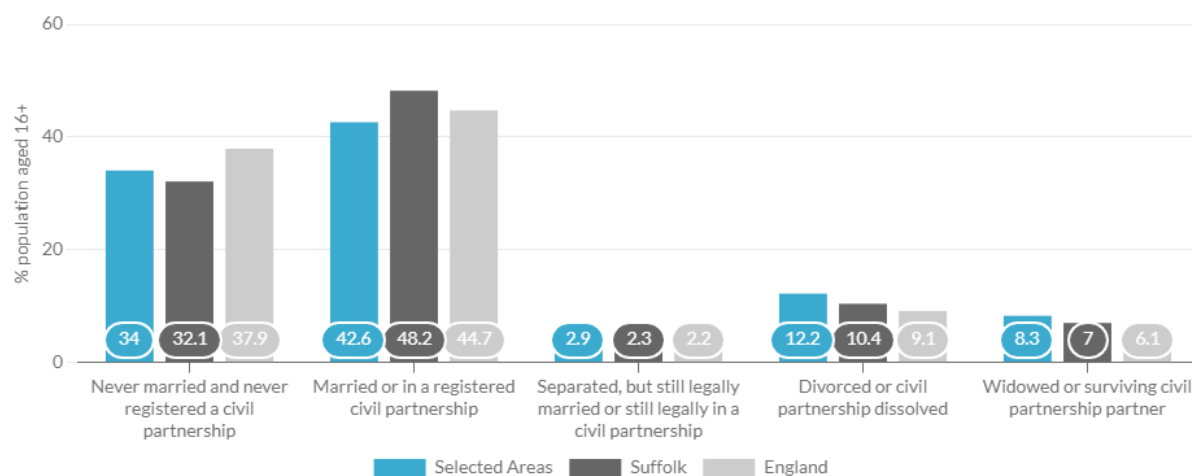
	Selected Areas	Suffolk	England
Christian	6,002	358,454	26,167,899
Christian (%)	44.1	47.1	46.3
Buddhist	44	2,792	262,433
Buddhist (%)	0.3	0.4	0.5
Hindu	24	3,024	1,020,533
Hindu (%)	0.2	0.4	1.8
Jewish	20	778	269,283
Jewish (%)	0.1	0.1	0.5
Muslim	144	9,279	3,801,186
Muslim (%)	1.1	1.2	6.7
Sikh	3	770	520,092
Sikh (%)	0	0.1	0.9
Other religion	69	4,019	332,410
Other religion (%)	0.5	0.5	0.6

Date: 2021 Source: ONS, Census 2021

Equality Impact Assessment (EQIA)

Marriage/civil partnership

Legal partnership status (2021)



Source: ONS, Census 2021



Race




	Selected Areas	Suffolk	England
Asian, Asian British or Asian Welsh	209	17,483	5,426,392
Asian, Asian British or Asian Welsh (%)	1.5	2.3	9.6
Black, Black British, Black Welsh, Caribbean or African	60	10,168	2,381,724
Black, Black British, Black Welsh, Caribbean or African (%)	0.4	1.3	4.2
Mixed or Multiple ethnic groups	211	17,807	1,669,378
Mixed or Multiple ethnic groups (%)	1.5	2.3	3
White	13,032	708,271	45,783,401
White (%)	95.7	93.1	81
Other ethnic group	106	6,958	1,229,153
Other ethnic group (%)	0.8	0.9	2.2

Date: 2021 Source: ONS, Census 2021



Sex

Equality Impact Assessment (EQIA)

<p>All persons Selected areas (2021)</p> <p style="font-size: 2em; font-weight: bold;">13,617</p> <p></p>	<p>Females Selected areas (2021)</p> <p style="font-size: 2em; font-weight: bold;">7,090</p> <p></p>	<p>Males Selected areas (2021)</p> <p style="font-size: 2em; font-weight: bold;">6,527</p> <p></p>
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Implications for communities and workforce	
Disability	
<p>What is the impact on people with a disability (including children with additional needs) and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i></p>	<p>Positive –20.4% of the population in Sudbury that has their day-to-day activities impacted. This is higher than Suffolk and England percentage which are 18.3% and 17.3% respectively.</p> <p>By have both a disabled toilet and changing place facilities this will ensure that all disabilities will have the right facilities to have a positive experience at Belle Vue Park.</p>
<p>How does it have a positive or negative impact?</p>	<p>Positive</p>
<p>What could be done to mitigate any adverse impact or further promote positive impact?</p>	<p>Advertisement – will be advertising through the changing place facilities register for the facilities and will publicly advertise the new provision.</p>
Age	
<p>What is the impact on people of different ages and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i></p>	<p>No impact, the provision is standard provision. There is a positive impact on health conditions that are not a disability but are limiting in</p>
<p>How does it have a positive or negative impact?</p>	<p>Positive</p>
<p>What could be done to mitigate any adverse impact or further promote positive impact?</p>	<p>Advertisement through public platforms (social media and press releases) and notify charities that support these health conditions</p>
Sex (gender)	
<p>What is the impact on people of different genders and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i></p>	<p>No impact, there will be provision for both sexes</p>
<p>How does it have a positive or negative impact?</p>	<p>neutral</p>
<p>What could be done to mitigate any adverse impact or further promote positive impact?</p>	<p>N/A</p>
Gender reassignment	

Equality Impact Assessment (EQIA)

What is the impact on people who have undergone gender reassignment (i.e. transgender people) and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	Positive impact – the facilities are inclusive units that will provide complete privacy for all users of the facilities. There will be no space with the public conveniences for any possible negative interactions and provide a comfortable space for people that are and have transitioned.
How does it have a positive or negative impact?	Positive
What could be done to mitigate any adverse impact or further promote positive impact?	Advertisement of the type of facilities that are being provided
Marriage/civil partnership	
What is the impact on people who are married or in a civil partnership and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	No impact, there are provision for all
How does it have a positive or negative impact?	Neutral
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Pregnancy/maternity	
What is the impact on people who are pregnant women or those with a young child and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	There will be a range of baby changing facilities, both in the disabled unit and the male and female provision.
How does it have a positive or negative impact?	positive
What could be done to mitigate any adverse impact or further promote positive impact?	Advertisement of the type of facilities that are being provided
Race	
What is the impact on people from different races or ethnic groups and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	No impact, there are provision for all
How does it have a positive or negative impact?	Neutral
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Sexual orientation	

Equality Impact Assessment (EQIA)

What is the impact on people according to their sexual orientation and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	No impact, there are provision for all
How does it have a positive or negative impact?	Neutral
What could be done to mitigate any adverse impact or further promote positive impact?	N/A
Religion/belief	
What is the impact on people according to their religion or belief and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	No impact, there are provision for all
How does it have a positive or negative impact?	Neutral
What could be done to mitigate any adverse impact or further promote positive impact?	N/A

Rurality	
Where people live is not a characteristic protected by law: but for Babergh and Mid Suffolk District Councils it is good practice to consider carefully how location may affect people's experience of a policy or service.	
What is the impact on people according to whether they live in an urban or rural environment and what evidence do you have? <i>(If you do not believe there is any impact describe why not)</i>	No impact, there are provision for all
How does it have a positive or negative impact?	Neutral
What could be done to mitigate any adverse impact or further promote positive impact?	N/A

Making Decisions	
Having completed this equality impact assessment indicate which decision is recommended to be taken.	
Should the policy or service be implemented as the correct course of action?	Yes
Should the policy or service be amended as suggested by the	No as there has been sufficient consideration

Equality Impact Assessment (EQIA)

report so that mitigating actions are taken to address an adverse or negative impact on any characteristic?	
Should the policy or service be reviewed and revised more significantly to take into account its impact on different groups?	Survey once the provision and facilities are open to the public to ensure we lesson from and make changes where feasible.
Should the policy or service not be actioned as there are too many negative impacts?	No

Monitoring Impact	
Assessing the impact on equality is an ongoing process that does not end once a policy or service had been agreed or implemented.	
How frequently will the policy or service be reviewed?	Survey once the provision and facilities are open to the public to ensure we lesson from and make changes where feasible.
Who will be involved?	Communities and public realm teams
Will there need to be an action plan completed for any amendments?	All feedback to be considered and reviewed and actions whether suitable through cabinet member involvement.
What further evidence or consultation will be needed to check that the policy or service is working well?	Survey of the provision

Completion	
Authors signature	Kate Parnum
Date of completion	18 th August 2023

Additional sources of data can be found on the following links:

<http://www.suffolkobservatory.info/Default.aspx>

<http://www.nomisweb.co.uk/>

<https://www.ons.gov.uk/>

<http://suffolkcf.org.uk/publications/hidden-needs-2016/>

<https://www.nao.org.uk/>