

EQUALITY IMPACT ASSESSMENT

STRATEGY/ACTION: Staffing and General Budget Reduction in South Park	Department: Services for Place
Person responsible for assessment: Brian Graham Person responsible for strategy where different from above:	Date of assessment: 12 January 2012

Brief description of strategy, partners and those who will be affected by its delivery:

A reduction of £10K across South Park's supplies and services budget will see a reduction in the number of floral displays and general maintenance across the park. In addition, there will also be a reduction of 1 FTE which again may have an impact on the quality of maintenance within the park. Furthermore, it will be necessary to close the aviary as a reduction in staff resource would not enable time to be spent on this facility and put the health and wellbeing of the birds at risk.

Discussions have been held with held with Friends of South Park around the proposal.

The following financial saving has been identified against this proposal:

2012/13	2013/14	2014/15	2015/16
£000	£000	£000	£000
£30,000	£30,000	£30,000	£30,000

Introduction

Q.1 Is your strategy and the actions it proposes accessible to everyone within the community? Bear in mind any economic, social, environmental, physical, intellectual, cultural, linguistic, technological or other barriers.

This proposal relates to Staffing and General Budget Reduction in South Park, the responses below relate to South Park as a facility

Issue	Yes	No	If yes, what evidence do you have to demonstrate this?	If no, what do you plan to do to remove barriers to access?
Equality Act 2010 Protected characteristics:				
Age	✓		This group has access to park previously	
Disability	✓		This group has access to park previously	
Gender reassignment	✓		This group has access to park previously	
Pregnancy and Maternity	✓		This group has access to park previously	
Race	✓		This group has access to park previously	
Religion or belief	✓		This group has access to park previously	
Sex	✓		This group has access to park previously	
Sexual orientation	✓		This group has access to park previously	
Marriage and Civil Partnership	✓		This group has access to park previously	
Local Priorities:				

Issue	Yes	No	If yes, what evidence do you have to demonstrate this?	If no, what do you plan to do to remove barriers to access?
Geographical impacts	✓		This group has access to park previously	
Carers	✓		This group has access to park previously	
Young People leaving care	✓		This group has access to park previously	
Gypsies & Travellers	✓		This group has access to park previously	
Refugees & Asylum Seekers	✓		This group has access to park previously	
Unemployed or low income	✓		This group has access to park previously	
People with spent criminal convictions	✓		This group has access to park previously	

Q.2 (a) For whatever reason, does your strategy and the actions it proposes treat any group differently from others?

Yes	
No	✓

If you have answered 'yes', please specify those individuals or groups affected and whether the impact has the potential to be adverse.

N/A

(b) What needs to be done to prevent any potentially adverse impact?

Maintenance schedules within the park will have to be assessed and revised to ensure current high standards of maintenance are continued. Also, demolition of the aviary following the birds' departure may be necessary to ensure an unused building is not allowed to deteriorate and thus have a negative affect on the aesthetics of the park.

Email Contact has been made with a sample of Street Champions with regard to the proposal.

Hello Street Champions,

As part of our ongoing consultation I have been asked to contact you to take part in a short Equality Impact Assessment exercise. This can be completed on line or by telephone and consists of a few simple questions regarding proposed changes to Street Scene services.

If you would be interested in taking part could you please contact me by Thursday 26th January 2012

No specific feedback or impacts were identified through this mechanism.

Q.3 (a) Does your strategy promote equality? (e.g. does it contain actions that demonstrate a consideration of community cohesion and the needs of the members of Darlington's diverse communities)

This proposal relates to Staffing and General Budget Reduction in South Park

Yes	
No	

If you have answered 'yes', please give examples of how equality is promoted.

Q.4 In the past three years, have you consulted with any of the following groups regarding the development of your strategy?

Group	Yes	No	If yes, please summarise evidence (Who? When? What were the outcomes?)	If no, are you satisfied that the strategy has no impact on this group?
Age	✓		<p>Consultation events have taken place as part of the 2011/2012 MTFP budget consultation events, these include;</p> <ul style="list-style-type: none"> • Public consultation events specifically targeted for disabled, young people and older people • Town Crier publications • Online forums • Talking Together Events • Attendance at local community groups and action groups (i.e. Community Partnerships, Carers) 	
Disability	✓		Please refer to information above.	
Gender reassignment	✓		Please refer to information above.	
Pregnancy and Maternity	✓		Please refer to information above.	
Race	✓		Please refer to information above.	
Religion or belief	✓		Please refer to information above.	
Sex	✓		Please refer to information above.	
Sexual orientation	✓		Please refer to information above.	
Marriage and Civil Partnership	✓		Please refer to information above.	
Geographical impacts	✓		Please refer to information above.	
Carers	✓		Please refer to information above.	

Group	Yes	No	If yes, please summarise evidence (Who? When? What were the outcomes?)	If no, are you satisfied that the strategy has no impact on this group?
Young people leaving care	✓		Please refer to information above.	
Gypsies & Travellers	✓		Please refer to information above.	
Refugees & asylum seekers	✓		Please refer to information above.	
Unemployed or low waged	✓		Please refer to information above.	
People with spent criminal convictions	✓		Please refer to information above.	

Guidance and Definitions

The Equality Act 2010 combined over 100 pieces of legislation into one Act and introduces nine protected characteristics for which due regard is required in ensuring discrimination is prevented. These are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, marriage and civil partnership. The Public Sector Equality Duty came into force on April 5th, 2011.

The following definitions and information will be useful in determining impacts of strategies, actions or services on specific groups.

Age:

Having a particular age (e.g. 32 year-olds) or being within an age group (e.g. 18-30 year olds). Discrimination on the grounds of age under the Equality Act 2010 applies from the age of 18 years.

Disability:

Physical or mental impairment and the impairment has a substantial and long-term adverse effect on person's ability to carry out normal day-to-day activities.

Gender Reassignment:

A process which is undertaken under medical supervision for the purposes of reassigning a person's sex by changing physiological or other characteristics of sex, and includes any part of such a process.

The Sex Discrimination (Gender Reassignment) Regulations 1999 outlaw direct discrimination against transsexuals on the grounds of "gender reassignment".

Transgender: An individual, who appears as, wishes to be considered as or has undergone surgery to become a member of the opposite sex.

Transsexual: An individual who believes that their apparent gender is not their actual gender and may seek gender reassignment surgery to alter their body to meet their belief. Transsexuals may appear similar to transvestites, but have a different intent.

Transvestite: An individual who wears the clothing of the opposite gender to express their feminine/masculine side, or for relaxation. Also known as cross-dressing.

For the purposes of completing the impact assessment, consideration ought to be given, in the first instance for example, to the arrangements made (or which could be made/agreed upon), regarding the use of toilets and any other gender specific facilities.

Pregnancy and Maternity:

Pregnancy is the condition of being pregnant. Maternity is the period after giving birth. It is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.

Race: includes colour, nationality (including citizenship), ethnic origin or national origins.

Religion or Belief:

Religion means any religion including a reference to a lack of religion. Belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live it for it to be included.

This area presents, perhaps, the greatest difficulty in terms of providing a definition, not least because of the close links/overlaps in some instances with culture and race/ethnicity.

The Employment Equality (Religion or Belief) Regulations 2003 ban discrimination in employment and vocational training on grounds of religion or belief. Under the regulations, religion is defined as being 'any religion, religious belief, or similar philosophical belief'. This does not include any philosophical or political belief unless that belief is similar to a religious belief. Courts and tribunals may consider a number of factors when deciding what is a 'religion or belief' (e.g. collective worship, clear belief system, profound belief affecting way of life or view of the world)'.

For the purposes of completing the impact assessment, consideration ought to be given to a range of factors, examples of which are set out below. It is recognised, however, that whilst knowledge of the central tenets of those religions most likely to be encountered would help ensure that appropriate provision is made with regard to the delivery of and access to services, such knowledge might not necessarily be held.

- Is provision made, when dealing with customers, for them to be dealt with, if requested, by persons of the same sex?
- Does the way in which your service is delivered restrict access to certain religious groups that have days of religious observance restricting or preventing them accessing services on those days?
- Is your service delivered in locations or environments that might preclude or restrict access to certain religious groups?

Sex: Man or woman.

The Sex Discrimination Act 1975 ensured that no person is treated less favourably because of his or her gender or because he or she is married.

Sexual Orientation: Whether a person's sexual attraction is towards

- Persons of the same sex (lesbians and gay men)
- Persons of the opposite sex (heterosexuals)
- Persons of the same sex and opposite sex (Bisexuals).

It does not cover sexual practices such as sado-masochism and paedophilia.

The Employment Equality (Sexual Orientation) Regulations 2003 ban discrimination in employment and vocational training on grounds of sexual orientation. Sexual orientation is defined as an orientation towards:

Marriage or Civil Partnership: Discrimination on grounds a persons marital status or civil partnership is illegal under the Equality Act 2010.