

<b>Equality Impact Assessment Report</b>	<b>Please enter responses below in the right hand columns</b>
<b>Date to EIA panel, department, DLT or DMT</b>	
<b>Sign-off path for EIA (please add/delete as applicable)</b>	DMT DLT SLB Equality Board Corporate EIA Panel Cabinet Full Council
<b>Title of Project, business area, policy/strategy</b>	<b>Kennington Park Flower Gardens Restoration / Capital works</b>
<b>Author</b>	
<b>Job title, division and department</b>	<b>Senior Project Officer, Cooperative Development Projects Team</b>
<b>Contact email and telephone</b>	
<b>SLB Sponsor</b>	

# London Borough of Lambeth Full Equality Impact Assessment Report

Please enter responses below in the right hand columns.

## 1.0 Introduction

### 1.1 Business activity aims and intentions

*In brief explain the aims of your proposal/project/service, why is it needed? Who is it aimed at? What is the intended outcome? What are the links to the cooperative council vision, corporate outcomes and priorities?*

The project aims to physically and socially restore the Kennington Park Flower Garden. It will bring the layout and understanding of the Flower Garden into the 21<sup>st</sup> Century, assiduously retaining its heritage yet making it relevant to the lives and aspirations of a culturally diverse urban population. The project is expected to start in November 2014 and will be completed by late Summer 2015.

It is a partnership between the Council and the Friends of Kennington Park, with Lambeth as the lead applicant and furthers the aims of the co-operative Council vision with wider support from Veolia, the local community, tenants and residents groups and specialist organisations such as Roots and Shoots, a strong local social enterprise which will offer expert advice to a growing cohort of volunteers and offer an employment base for heritage activity staff. Due to the wide diversity and high levels of deprivation, Lambeth Council's Cooperative Parks Programme is better targeted to the more vulnerable who currently do not use the parks.

According to the Residents Survey (2013), almost two-thirds of adults (64%) and 62% of young people use parks and open spaces provided by the Council. Over three quarters (76%) of residents are positive about these parks and open spaces, particularly when compared to inner Londoners (66%).

Lambeth Council's Cooperative Parks Programme aims to transform the current parks service

delivery model into one that embraces cooperative ambitions and behaviours with our community-led partners. It will achieve this aspiration by supporting ambitious and new business ventures, management models, and innovative partnerships that will lead to the creation of sustainable management of parks in the future. The primary outcomes that will be delivered through this programme are:

- Communities feel safer and stronger
- More jobs and sustainable growth

## 2.0 Analysing your equalities evidence

### 2.1 Evidence

Our project has been informed by a range of empirical evidence. Much of this was gathered by a group of specialist business and information analysts working as volunteers from the Metropolitan Police Service Intelligence and Information group based near the Park. They produced a Census of the Flower Garden usage which showed that nearly half of garden visitors were likely to be open air drinkers, with three quarters of all visitors male with over half white and just over one third black. Nearly two thirds of visitors were aged 26-45, with very few over 55 years old and only a few small children with accompanying parents. The outcome of this work has been written into the Activity Plan which will be implemented over eighteen months if the bid to the Heritage Lottery Fund (HLF) is successful. It is intended that future audiences will show:

- An increase in the number of children, parents and families visiting the Garden in informal and unstructured ways, such that these will comprise 25% of visitors in the first year the new garden is open;
- The Garden being used by schools and young people in education as part of their formal learning processes, with an additional ten schools coming to the Garden and at least 200 pupils and students undertaking learning there;
- An increase in older people, over 55 years, who will feel much safer as access and other features of the Garden are improved and revitalised ;
- An increase in the numbers of people from different communities visiting the Garden and knowing that it is relevant to their culture and gardening and growing memories and futures, through working with community and faith leaders and ordinary visitors to the garden so that in the first year there will be at least 25% of visitors from black and minority ethnic groups;
- A reduction in the number of people who visit the Garden to drink as a proportion of the total visiting the Garden, so that over time the proportion of open air drinkers to non drinkers falls to 10% of visitors compared to the current 47%;
- An increase the number of people with physical disabilities who use the Garden so that those visiting during formal events, 50% express satisfaction with the new layout and facilities;

- An increase in the number of people with learning disabilities who use the Garden, so that at least 50 people with learning difficulties have visited the Garden in 2015.

**IF YOUR PROPOSAL ALSO IMPACTS ON LAMBETH COUNCIL STAFF YOU NEED TO COMPLETE A STAFFING EIA.**

**Protected characteristics and local equality characteristics**

**Impact analysis**

**For each characteristic please indicate the type of impact (i.e. positive, negative, positive and negative, none, or unknown), and:**

*Please explain how you justify your claims around impacts.*

*Please include any data and evidence that you have collected including from surveys, performance data or complaints to support your proposed changes.*

*Please indicate sources of data and the date it relates to/was produced (e.g. 'Residents Survey, wave 10, April 12' or 'Lambeth Business Survey 2012' etc)*

**Race**

Positive, based on the pre project development phase work and Census. 50% of visitors from BME groups in 2012 Data from Census and surveys. Specific outcomes and measures set in the Action Plan associated with the Activity Plan.

Research suggests that some sectors of the community access the natural environment far less frequently than others, of which black and minority ethnic groups is one such group (Department for Environment Food and Rural Affairs, 2008). In addition, CABI research found that in urban areas, BME people tend to have access to less local green space and that the space they do have access to is of a poorer quality. As 60.4% of Lambeth's population represent a BME community (according to the 2011 census) and given the known benefits that visiting and using parks and open spaces can bring, it seems imperative to ensure some attention is given to improving the quality of the green spaces in areas of high BME communities as a means of influencing the access rates of this group.

The Friends of Kennington Parks are a constituted voluntary organisation with the key aim of bringing local residents together in renewing and bringing new investment to the Park. The Friends come from a diverse background of race, gender, age, sexual orientation & beliefs and the group is a very welcoming & inclusive organisation. Specific data on diversity the mix

	<p>of Friends of Kenington Park is not available. However, it is worth noting from their Constitution that one of their key objective is:- to promote local community and social cohesion by gathering input from local people and representative groups so that the park may best serve the local community.</p>
<b>Gender</b>	<p>Positive.</p> <p>The Metropolitan Police Service Intelligence and Information group based near the Park. produced a Census of the Flower Garden usage which showed that nearly half of garden visitors were likely to be open air drinkers, with three quarters of all visitors male.</p> <p>The open –air drinkers who currently use the Flower Garden, whilst seemingly deterring other visitors, do not in the main present a threat. There is an area that they have been allowed to congregate in the west edge of Kenington Park at the electricity sub-station building.</p> <p>There is a need to redress the balance away from men to women visitors who feel safe enough to use the garden individually and collectively.</p> <p>Data from Census and surveys. Specific outcomes and measures set in the Action Plan associated with the Activity Plan.</p>
<b>Gender re-assignment</b>	Unknown
<b>Disability</b>	<p>Positive. Specific impacts intended and planned for people with physical disabilities and learning difficulties. Rearrangement of the gates and relaying of all hard surfaces will allow better access and movement for people with disabilities and those with prams or shopping. Data from Census and surveys. Specific outcomes and measures set in the Action Plan associated with the Activity Plan</p>
<b>Age</b>	<p>Positive. Currently nearly two thirds of visitors are aged 26-45, with very few over 55 years old and only a few small children with accompanying parents. The Kenington Park Activity Plan focuses on improving the age balance in the Garden with younger and older people more representative of the wider Park population and that of the local communities in Lambeth and Southwark. Data from Census and surveys. Specific outcomes and measures set in the Action Plan associated with the Activity Plan</p>

<b>Sexual orientation</b>	Unknown. With a safer and more diverse local group of visitors to the Garden it is anticipated that people with diverse and different sexual orientations will feel comfortable and welcomed in the new Garden.
<b>Religion and belief</b>	Positive. The intention is to work with the local faith groups to expand the use of the Garden by, for example, Somali people who use the Park for football after prayer school on a Saturday for boys and activities for girls. Data from Census and surveys. Specific outcomes and measures set in the Action Plan associated with the Activity Plan
<b>Pregnancy and maternity</b>	Unknown The plans do however forecast an increase in the number of children, parents and families visiting the Garden in informal and unstructured ways, such that these will comprise 25% of visitors in the first year the new garden is open
<b>Marriage and civil partnership</b>	Unknown
<b>Socio-economic factors</b>	<p>Positive</p> <p>Kennington Park is located in the Oval Ward which predominantly has the second highest level Index of multiple deprivation , (20-40%) within the Borough. It is bounded by Princes Ward to the north and Vassall Ward which have areas of the highest index of multiple deprivation, (0-20%). Parks are free areas to visit and relax, and act as outdoor and well frequented havens for those that have no gardens. They also have huge public health benefits with evidence suggesting that green space has greater health benefits within the poorest communities. They have even been proven to reduce the impact of deprivation. However, research has found that people that live in deprived inner city areas have access to five times fewer public parks and good quality general green space that people in more affluent areas (Commission for Architecture and the Built Environment). This raises issues around ensuring that the green space Lambeth has available is high quality and well-managed – particularly as we look towards devolved local management models across our portfolio of parks and open spaces.</p> <p>During times of economic hardship the range of freely available activities and opportunities provided in parks becomes particularly important, especially for less well off individuals and families. Results from the consultation found no statistical significance and trends identified in relation to cooperative or community-led management.</p>

	<p>The Project Team have had a pro-active relationship with some of the regular drinkers and have consulted the Lambeth Safer Neighbourhoods, the Metropolitan Police Safer Neighbourhoods Team from the Oval, the Secured- by-Design officer and 'Thames Reach' a charity dealing with homeless people and/or alcoholics in this part of Lambeth.</p> <p>The 'social restoration of the flower garden ,' a core aim of the Activity Plan, is to widen the range of users of the flower garden so that the impact of the presence of the drinkers is reduced . St Mungo's are also actively engaged with the drinkers and within our Activity Plan there is an intention to involve them in the oral history and stories collection and collation. The imminent employment of the Heritage Activities Manager on this project will help in this process.</p>
<b>Language</b>	<p>Unknown However it is envisaged that there will be an increase in the numbers of people from different communities visiting the Garden and a knock on effect is those who do not speak English will be included in these numbers.</p>
<b>Health</b>	<p>Positive.</p> <p>A significant section of the Activity Plan concerns health gain and improvement associated with physical activity and the benefits of open space and gardens for mental health.</p> <p>Data from Census and surveys.</p> <p>Specific outcomes and measures set in the Action Plan associated with the Activity Plan.</p> <p>For example,</p> <ul style="list-style-type: none"> <li>* Parks play a essential role in public health, as they are the most likely (or sometimes the only) source of nature for the majority of people who live in urban areas. (Source: The health benefits of contact with nature in park context. 2<sup>nd</sup> edition, Deakin University and Parks Victoria, March 2008).</li> <li>* Nurturing living organisms could be an essential part of human development. (Source: Katcher and Beck 1987), etc)</li> </ul> <p>There has been increasing recognition of the role the environment can play in enhancing</p>

	<p>health. Less active lifestyles have led to an increase in preventable diseases which are placing increasing pressures on the National Health Service and cost the NHS £8.2 billion annually (Department of Health, 2004). Simply being outside in a green space can promote mental wellbeing, relieve stress, overcome isolation, improve social cohesion, and alleviate physical problems so that fewer working days are lost to ill health (CABE, 2009).</p> <p>This project is one of the cooperative commissioning programmes under the ‘Healthier for Longer’ workstream and aims to support innovative projects delivered through local management to tackle public health needs within and across communities.</p>
<p><b>2.2 Gaps in evidence base</b>  <i>What gaps in information have you identified from your analysis? In your response please identify areas where more information is required and how you intend to fill in the gaps. If you are unable to fill in the gaps please state this clearly with justification.</i></p>	<p>The overall project will have an Evaluation base built around a user centred and user empowered process using a User Evaluation Panel set up via a Stakeholder Advisory Group. The Panel will set the tone for the evaluation, supported by specific evaluation resources funded through the Project.</p> <p>Each event and activity in the Garden developed through the Activity Plan will be subject to metrics associated with gender, religion, age and ethnic background.</p>
<p><b>3.0 Consultation, Involvement and Coproduction</b></p>	
<p><b>3.1 Coproduction, involvement and consultation</b>  <i>Who are your key stakeholders and how have you consulted, coproduced or involved them? What difference did this make?</i></p>	<p>The development phase of the Project has established a Stakeholder Advisory Group with representation from local community groups, religious groups, tenants and residents groups, youth groups, local schools and nurseries, local amenity groups, ethnic groups, specialist gardening groups, local Ward Members and faith groups. This will be carried forward into the works and implementation phases.</p> <p>Three specialist consultation and enquiry groups were held in the Park on zoning the Garden, planting and community safety, drawing in over 200 people to express their view and preferences. These have informed and driven the outcomes sought through the physical and social works associated with the Project</p> <p>Volunteers have played a key role in the formation of the Project and will continue to do</p>



	so with some 200 volunteer day inputs over the course of the works and Activity phases in 2014 and 2015. This project would not be possible without this input.
<b>3.2 Gaps in coproduction, consultation and involvement</b> <i>What gaps in consultation and involvement and coproduction have you identified (set out any gaps as they relate to specific equality groups)? Please describe where more consultation, involvement and/or coproduction is required and set out how you intend to undertake it. If you do not intend to undertake it, please set out your justification.</i>	<p>Greater attention will be paid to involving different faith groups and ensuring representation and attendance from a wider range of BME groups during the Activity phase.</p> <p>We, together with Friends of Kennington Park, also intend to ensure that the widest sections of the community are considered in the next stage of the process, and that impact of developments on equalities are constantly assessed.</p> <p>As previously mentioned, due to the wide diversity and high levels of deprivation, Lambeth Council's Cooperative Parks Programme is better targeted to the more vulnerable who currently do not use the parks. To this end, recommendations from the DEFRA report 'Outdoors for All?', (an Action Plan to increase the number of people from under-represented groups who access the natural environment), will be heeded.</p>
<b>4.0 Conclusions, justification and action</b>	
<b>4.1 Conclusions and justification</b> <i>What are the main conclusions of this EIA? What, if any, disproportionate negative or positive equality impacts did you identify at 2.1? On what grounds do you justify them and how will they be mitigated?</i>	<p>The Project, if funded by the HLF and the Council, with a decision being made in March 2014, will considerably impact, in a small quiet space within the Park, on gender balance, BME involvement and use and a greater age distribution than is currently the case, together with more access and opportunities for people with disabilities.</p>
<b>4.2 Equality Action plan</b> <i>Please list the equality issue/s identified through the evidence and the mitigating action to be taken. Please also detail the date when the action will be taken and the name and job title of the responsible officer.</i>	
<b>Equality Issue</b>	<b>Mitigating actions</b>
That the equality analysis may not have accurately covered all the equality impacts; and the mitigations may not act to reduce disproportionate impact	<p>Review the EIA and assess whether the mitigating actions were sufficient.</p> <p>Project Manager to lead in April 2014 through to conclusion.</p>

Key impacts for gender, age, race and disability are not monitored or reviewed	Monitor through the Action Plan and the Activity Plan process at the Project Executive meetings. Heritage Activity Manager to lead, gathering review data and information for regular reporting to the Project Executive from September 2014 onwards to project completion 18 months later
Evaluation framework imprecise with regards to Equality impacts	Develop the Evaluation Framework with the User Evaluation Panel early on in the process and ensure the Evaluation resources are directed to delivering the framework. Project Manager to lead through to project completion.
We currently do not have any data relating to gender re-assignment, sexual orientation , marriage and civil partnership, maternity and pregnancy.	To ensure that we take into account and monitor any possible impact on these particular characteristics.
The eventuality of the open-air drinkers being displaced but their plight & difficulties may not properly addressed.	Heritage Activities Manager to work in collaboration with the Lambeth Project Manager to ensure that through the Activity Plan, the plight of the open-air drinkers and other vulnerable people is addressed through active engagement and referral to other agencies, as necessary.
<b>5.0 Publishing your results-----</b>	
The results of your EIA must be published. Once the business activity has been implemented the EIA must be periodically reviewed to ensure your decision/change had the anticipated impact and the actions set out at 4.2 are still appropriate.	
<b>EIA publishing date</b>	
<b>EIA review date</b>	
<b>Assessment sign off (name/job title):</b>	

All completed and signed-off EIAs must be submitted to [equalities@lambeth.gov.uk](mailto:equalities@lambeth.gov.uk) for publication on Lambeth's website. Where possible, please anonymise your EIAs prior to submission (i.e. please remove any references to an officers' name, email and phone number).