

Annexe 2 - Initial Equalities Screening Record Form

Date of Screening: March 2018 – draft v0.1	Directorate: Environment Culture & Communities	Section: Parks and Countryside
1. Activity to be assessed	The review of Parks and Countryside services in Bracknell Forest	
2. What is the activity?	<input type="checkbox"/> Policy/strategy <input type="checkbox"/> Function/procedure <input type="checkbox"/> Project <input checked="" type="checkbox"/> Review <input type="checkbox"/> Service <input type="checkbox"/> Organisational change	
3. Is it a new or existing activity?	<input checked="" type="checkbox"/> New <input checked="" type="checkbox"/> Existing	
4. Officer responsible for the screening	Andrew Hunter	
5. Who are the members of the screening team?	Lisa Jewell, Stephen Chown, Chris Swatridge	
6. What is the purpose of the activity?	<p>The Council is reviewing the delivery of the Parks and Countryside service. The project is an integral part of the Council's transformation programme, which comprises a portfolio of projects for the delivery of significant savings to contribute to achieving £25m of reductions over four years to 2020.</p> <p>The Parks and Countryside review follows the standard four-stage cycle of strategic commissioning: <i>analyse, plan, do and review</i>.</p> <ol style="list-style-type: none"> 1. Analyse: exploring what's needed and why and what you want to achieve. 2. Plan: working out how best to achieve the results that are needed. 3. Do: putting your plans into effect. 4. Review: making sure the plans are working and checking that the results are being delivered. <p>By the end of the analyse phase in September 2017, the council had identified 3 possible strategic directions and a set of 6 work packages which were. At a gateway review with members and the executive the strategic direction to enhance and maintain the service were agreed for further investigated as well as</p>	

5 of the 6 work packages presented.

The main focus of the Parks and Countryside review is to meet or exceed the savings targets set whilst endeavouring to ensure that maximum benefit is being secured from the borough's natural environment, specifically the management of land and trees currently within the Council's Park and Countryside team's remit which currently are highly regarded by residents.

The natural and accessible character of Bracknell Forest will be maintained or enhanced to ensure that communities benefit from active use of local natural spaces.

To achieve these developments and savings the following strategic options have been selected:

- Income generating potential will be established through commercially viable business assets newly created or existing.
- Land management costs will be minimised by effective management planning and procurement.
- Volunteering and sponsorship will be fully enabled to encourage and reward local residents and business to support the in perpetuity costs of open space provision.
- Maintenance costs arising from the misuse of public spaces will be met by those responsible, not by the council.
- Grant funding opportunities and developer contributions are maximised for all open spaces.
- Discretionary work is identified, reviewed and minimised
- A Business Development Plan will be produced to support the commercial mind-set. It will consider market and competitor analysis, resource and practise management, and skills development.

The following set of proposals will be presented to the Executive on the 8th May 2018.

Income generation:

1. Creation of a new country park
2. Siting of a bio-mass boiler
3. Online booking and payment for all events
4. Termination of service occupancy agreements and sale of properties owned by the service
5. Enforcement for the misuse of land
6. Licensing for the use of land
7. A review and increase in charges for filming upon parks and open spaces
8. SPA facilitation sums increased
9. Unified land management and the creation of a natural estate

7. Who is the activity designed to benefit/target?	All residents in the borough.		
Protected Characteristics	yes or no	Is there an impact? What kind of equality impact may there be? Is the impact positive or adverse or is there a potential for both? If the impact is neutral please give a reason.	What evidence do you have to support this? E.g. equality monitoring data, consultation results, customer satisfaction information etc. Please add a narrative to justify your claims around impacts and describe the analysis and interpretation of evidence to support your conclusion as this will inform members decision making, include consultation results/satisfaction information/equality monitoring data
8. Disability Equality – this can include physical, mental health, learning or sensory disabilities and includes conditions such as dementia as well as hearing or sight impairment.	No	No Impact identified at this time.	This group will not be disproportionately affected.
9. Racial equality	No	No Impact identified at this time.	This group will not be disproportionately affected.
10. Gender equality	No	No Impact identified at this time.	This group will not be disproportionately affected.
11. Sexual orientation equality	No	No impact identified at this time.	This group will not be disproportionately affected.
12. Gender re-assignment	No	No impact identified at this time.	This group will not be disproportionately affected.
13. Age equality	No	No impact identified at this time.	This group will not be disproportionately affected.

14. Religion and belief equality	No	No impact identified at this time.	Will not be disproportionately affected.
15. Pregnancy and maternity equality	No	No impact identified at this time.	This group will not be disproportionately affected.
16. Marriage and civil partnership equality	No	No impact identified at this time.	Marriage and civil partnership will not be disproportionately affected.
17. Please give details of any other potential impacts on any other group (e.g. those on lower incomes/carers/ex-offenders, armed forces communities) and on promoting good community relations.		<p>The creation of a new country park will provide the council with a regular income stream and will provide greater and improved provision of facilities for residents of the borough. A recent survey completed received 250 responses and has shown us that 74% of residents said they would be interested in a country park for the borough.</p> <p>Siting of a bio-mass boiler will help to reduce maintenance costs and dispose of green waste material in an environmentally friendly way that will produce re-useable energy.</p> <p>Online booking and payment for all events will enable the borough to access services in a more digitally enabled way. A small increase in events charges may affect those people on lower incomes. A recent survey completed received 250 responses and has shown us that people would expect to pay between £2 and £4 for events. This has been recognised and charges will be in line with this.</p> <p>Termination of service occupancy agreements and sale of properties owned by the service will affect those staff that live within them. As they have had subsidised rent based on duties they complete as part of their agreements they may find it difficult to afford private accommodation. Legal and Human Resource support has been sought with this proposal.</p> <p>Enforcement for the misuse of land may include the issue of fixed penalty notices. This will incorporate a fee payable. This may affect those on lower incomes but only if they are proven to have misused land. This proposal is an improvement to quality of life in the borough and ensures open spaces are further improved. A recent survey completed received 250 responses and has shown us that 71% agreed that fixed penalty notices should be issued for dog fouling and 73% littering.</p> <p>Licensing for the use of land may affect community relations as those people using open spaces for their own commercial benefit will have to pay for a license to do so and may be negatively received.</p> <p>An increase of developer facilitation sums will have a positive effect on the borough and residents as it will ensure the necessary infrastructure is put into place and maintained in perpetuity. It could have a negative affect if developers are discouraged by this increase in sum from developing within the borough.</p>	

	Unified land management and the creation of a natural estate aims to streamline processes for residents of the borough by having one land manager and reduce duplication and complication when dealing with enquiries and land maintenance.	
18. If an adverse/negative impact has been identified can it be justified on grounds of promoting equality of opportunity for one group or for any other reason?	N/A	
19. If there is any difference in the impact of the activity when considered for each of the equality groups listed in 8 – 14 above; how significant is the difference in terms of its nature and the number of people likely to be affected?	N/A	
20. Could the impact constitute unlawful discrimination in relation to any of the Equality Duties?	N	
21. What further information or data is required to better understand the impact? Where and how can that information be obtained?	<p>Further market testing, validation and design will be required during the implementation phase of the review.</p> <p>A business management plan will need to be written and include marketing, promotion and engagement plans.</p> <p>Equality screenings will be produced as needed for each of the income generation projects e.g. country park so assess the equality impact in greater detail as design work is being completed.</p>	
22. On the basis of sections 7 – 17 above is a full impact assessment required?	N	
23. If a full impact assessment is not required; what actions will you take to reduce or remove any potential differential/adverse impact, to further promote equality of opportunity through this activity or to obtain further information or data? Please complete the action plan in full, adding more rows as needed.		

Action	Timescale	Person Responsible	Milestone/Success Criteria
Equality screenings will be produced as needed for each of the income generation projects e.g. country park to assess the equality impact in greater detail as design work is being completed.	April 2018 - June 2018	Lisa Jewell	
24. Which service, business or work plan will these actions be included in?	Parks and Countryside implementation phase project plan.		
25. Please list the current actions undertaken to advance equality or examples of good practice identified as part of the screening?	<p>The natural and accessible character of Bracknell Forest will be maintained or enhanced to ensure that communities benefit from active use of local natural spaces.</p> <p>It is anticipated that a number of the projects will have a positive impact on equality but this will be assessed in more detail as design plans are developed.</p>		
26. Chief Officers signature.	Signature: _____ Date: _____		