

Winchester City Council

Equality Impact Assessment Template (EqIA)

Section 1 - Data Checklist

When undertaking an EqIA for your policy or project, it is important that you take into consideration everything which is associated with the policy or project that is being assessed.

The checklist below is to help you sense check your policy or project before you move to Section 2.

		Yes/No	Please provide details
1	Have there been any complaints data related to the policy or project you are looking to implement?	No	N/A
2	Have all officers who will be responsible for implementing the policy or project been consulted, and given the opportunity to raise concerns about the way the policy or function has or will be implemented?	Yes	Legal, Finance, and Estates teams have been consulted.
3	Have previous consultations highlighted any concerns about the policy or project from an equality impact perspective?	No	None.
4	Do you have any concerns regarding the implementation of this policy or project? <i>(i.e. Have you completed a self-assessment and action plan for the implementation of your policy or project?)</i>	No	The project extends and develops upon current management plans with options for future sub-projects.
5	Does any accessible data regarding the area which your work will address identify any areas of concern or potential problems which may impact	No	

		Yes/No	Please provide details
	on your policy or project?		
6	Do you have any past experience delivering similar policies or projects which may inform the implementation of your scheme from an equality impact point of view?	Yes	Equality and accessibility are important considerations with all public open spaces that we manage.
7	Are there any other issues that you think will be relevant?	No	N/A

Section 2 - Your EqIA form

Directorate: Place	Your Service Area: Economy & Community	Team: NERT	Officer responsible for this assessment: Rick Smith	Date of assessment: 28.02.23
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	Question	Please provide details
1	What is the name of the policy or project that is being assessed?	St Giles Hill Park Management Plan
2	Is this a new or existing policy?	Existing plan being updated
3	Briefly describe the aim and purpose of this work.	To provide the programme framework to manage St Giles Hill park open space successfully
4	What are the associated objectives of this work?	<ul style="list-style-type: none"> • Increase biodiversity • Carbon sequestration • Improve public access and utility • Increase community engagement • Improve information about the park's heritage.
5	Who is intended to benefit from this work and in what way?	The park is an amenity from which all may benefit.
6	What are the outcomes sought from this work?	<ul style="list-style-type: none"> • Access to open green space improves health and wellbeing. • Cultural & heritage learning
7	What factors/forces could contribute or detract from the outcomes?	<ul style="list-style-type: none"> • Funding not being available to implement the plan • Ineffective management of the park. • Breakdown of relationship with the potential volunteer group.
8	Who are the key individuals and organisations responsible for the implementation of this work?	<ul style="list-style-type: none"> • Rick Smith (WCC) • Coral Rogers (WCC) • Ivan Gurdler (WCC) • Potential CIO volunteer group
9	Who implements the policy or project and who or what is	Council's Natural Environment and Recreation Team


responsible for it?	
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		Please select your answer in bold . Please provide detail here.		
10a	Could the policy or project have the potential to affect individuals or communities on the basis of race differently in a negative way?	Y	N	Language could be an issue in relation to interpretation boards so we will investigate the potential to address this through the use of QR code links or alternative.
10b	What existing evidence (either presumed or otherwise) do you have for this?	Current interpretation boards are presented in English language only.		
11a	Could the policy or project have the potential to affect individuals or communities on the basis of sex differently in a negative way?	Y	N	
11b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
12a	<p>Could the policy or project have the potential to affect individuals or communities on the basis of disability differently in a negative way?</p> <p><i>you may wish to consider:</i></p> <ul style="list-style-type: none"> • <i>Physical access</i> • <i>Format of information</i> • <i>Time of interview or consultation event</i> • <i>Personal assistance</i> • <i>Interpreter</i> • <i>Induction loop system</i> • <i>Independent living equipment</i> • <i>Content of interview)</i> 	Y	N	<p>The gradient of the site could impact physical access.</p> <p>The site has inherent natural features that limit access to certain areas and therefore have the potential to affect certain people in a negative way. This plan includes a number of actions that mitigate this impact and therefore positively impact affected people and groups.</p> <p>People with a visual impairment may be unable to make use of the access and interpretation boards. Again, we will investigate the potential to address this through the use of QR code links or alternative.</p>

12b	What existing evidence (either presumed or otherwise) do you have for this?	Topography of the site.		
13a	Could the policy or project have the potential to affect individuals or communities on the basis of sexual orientation differently in a negative way?	Y	N	
13b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
14a	Could the policy or project have the potential to affect individuals on the basis of age differently in a negative way?	Y	N	<p>Due to the gradient of the site, the slopes could be a limiting factor for certain age groups/individuals.</p> <p>The site has inherent natural features that limit access to certain areas and therefore have the potential to affect certain people in a negative way. This plan includes a number of actions that mitigate this impact and therefore positively impact affected people and groups.</p>
14b	What existing evidence (either presumed or otherwise) do you have for this?	Topography of the site.		
15a	Could the policy or project have the potential to affect individuals or communities on the basis of religious belief differently in a negative way?	Y	N	
15b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
16a	Could this policy or project have the potential to affect individuals on the basis of gender reassignment differently in a negative way?	Y	N	
16b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
17a	Could this policy or project have the potential to affect individuals on the basis of marriage and civil partnership differently in a negative way?	Y	N	

17b	What existing evidence (either presumed or otherwise) do you have for this?	N/A		
18a	Could this policy or project have the potential to affect individuals on the basis of pregnancy and maternity differently in a negative way?	Y	N	<p>Due to the gradient of the site, the slopes could be a limiting factor in terms of access for certain individuals with buggies.</p> <p>The site has inherent natural features that limit access to certain areas and therefore have the potential to affect certain people in a negative way. This plan includes a number of actions that mitigate this impact and therefore positively impact affected people and groups.</p>
18b	What existing evidence (either presumed or otherwise) do you have for this?	Topography of the site.		
19	Could any negative impacts that you identified in questions 10a to 15b create the potential for the policy to discriminate against certain groups on the basis of protected characteristics?	Y	N	Some actions in this plan mitigate against the constraints of the site to positively impact affected people and groups.
20	Can this negative impact be justified on the grounds of promoting equality of opportunity for certain groups on the basis of protected characteristics? Please provide your answer opposite against the relevant protected characteristic.	Y	N	Race: Sex: Disability: Sexual orientation: Age: Gender reassignment: Pregnancy and maternity: Marriage and civil partnership: Religious belief:
21	How will you mitigate any potential discrimination that may be brought about by your policy or project that you have identified above?	N/A		
22	Do any negative impacts that you have identified above	Y	N	

impact on your service plan?			
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Signed by completing officer	
Signed by Service Lead or Corporate Head of Service	