



**WATFORD  
BOROUGH  
COUNCIL**

# Equality Impact Analysis

<b>Title of policy, function or service</b>	Cassiobury Car Park Enhancements
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<b>Type of policy, function or service:</b>	Existing (reviewed) <input checked="" type="checkbox"/>
<b>Version</b>	v.01- 20 March 2018 v0.2 26 April 2018 v0.3 2 May 2018

## 1. Background

### Cassiobury Park Car Park Enhancements

Watford's vision is: **To create a bold and progressive future for Watford.** This includes its ambitions for green spaces provision in the borough, as articulated in the Green Spaces Strategy 2013-2023. Within the Strategy, the aspiration for all our parks and green spaces is:-

*“Watford will have a network of accessible, high quality and highly valued green spaces to be proud of, promoting sustainability, supporting bio-diversity and extensively contributing to the economic, social and environmental aspirations of the town”.*

#### **Cassiobury Park**

Cassiobury Park is Watford's premier park, a multiple Green Flag Award winner and also the borough's oldest public park.

It has been voted in the top 10 most popular parks in the country and it is worthy of this accolade. The Park has recently benefited from nearly £7million investment from the Heritage Lottery Fund, Big Lottery Fund and the Council, which was completed in 2017. This significant programme of refurbishment and improvement included:

- Building a new Park Hub to provide high quality visitor facilities that were currently lacking and were known to create barriers to greater use;
- Introduction of interactive water play in the paddling pools area;
- Enhancement and extension of the Cha café;
- Improvement of the young children's play area;
- Reintroduction of the bandstand;
- Development of the small scale music, arts and cultural activities in the café [and bandstand];
- Development of heritage, wildlife and volunteer activity at the new Park Hub, local nature reserve and Whippendell Wood;
- A programme of events and activities including an education programme;
- Creation of new Park Ranger and Education Officer posts;
- Engagement with, and confidence building of, under-represented groups through the new staff posts;
- Promotion of the restoration project as well as our events and activities; and
- Developing a history / heritage focussed project about the park.

Today Cassiobury welcomes over 2 million visits a year that enjoy the many attractions, activities and facilities it has to offer. As well as those outlined above, the River Gade, Grand Union Canal and the wilderness of Whippendell Wood also remain strong attractions for Park visitors.

The Park remains a centre for sports, it is home to Watford (Cassiobury) Croquet Club, Watford Bowls Club and there are also football and cricket facilities available to local teams.

#### **Improvements to car parking in Cassiobury Park**

The wider restoration project covered a significant area of works within the Park but did not include any improvements to the existing car parks in the park including Gade Avenue, Grove Mill Lane and Rousebarn Lane, Gade Avenue is the major car parking facility for visitors, with the other two more closely situated for visits to Whippendell Wood.

The Heritage Lottery Fund in the preliminary application round was not able to fund car park improvements and the intention was that the council would look at this at a later stage as a potential 'invest to save' project.

The condition of all three car parks is currently very poor and the feedback from residents and park users is that car parking remains a significant issue including:

- capacity
- condition
- peak usage
- accessibility
- commuter use
- impact on locality (volume of traffic, congestion, and amenity)

Any improvements to car parking, therefore, need to consider these issues balanced against:

- the capital costs of any refurbishments
- day to day running costs of the car parks
- potential income generation from charging for the car parks

### **Proposed project to enhance car parking in Cassiobury Park**

The council has identified a project to enhance car parking within Cassiobury Park by a significant refurbishment of the car park at Gade Avenue and minor improvements to Grove Mill Lane and Rousebarn Lane car parks.

### **The Gade Avenue Car Park**

The car park at Cassiobury Park is a well-established parking space and is used by park users whether visiting for the whole day or as a short term visit. A number of clubs, businesses and societies are based in the park and include:

- Cassiobury Bowls Club;
- Cassiobury Croquet Club;
- Watford Miniature Railway;
- Daisy's in the Park;
- The Cha Tea Pavilion;
- Several Sports Clubs / Teams;
- Herts and Middlesex Wildlife Trust; and
- Green Gym.

The car park is used by members of each of these user groups as well as other businesses who use the park including small businesses such as fitness instructors / groups, many who already charge a fee for their service. At present the car park is free to all users although is restricted to a maximum 6 hour time limit to prevent the long term use by commuters into London. Six parking spaces are also currently allocated to disabled users. These are also free of charge. Its physical condition is however, very poor with a crumbling surface, derelict fencing, poor circulation and line marking and an inefficient layout. It requires major investment.

### **Income**

At present there is no charge for parking at Cassiobury Park although car parking is time limited to prevent commuter parking throughout the day.

**The identified project comprises the following proposed improvements / changes to the Gade Avenue Car Park provision:**

- full redesign and improvements to the layout
- full reconstruction (drainage, surfacing, layout, landscaping, lighting, 'digital' signage, noticeboards, fencing), which will improve accessibility
- increase in the number of car parking spaces by 54% from 132 to 204
- introduction of car parking charges – proposals as follows:
  - Pricing 0-2 hours           Free (no impact on dog walkers, joggers, short term visitors)
  - Pricing 2-3 hours           £2
  - Pricing 3-4 hours           £3
  - Pricing 4-5 hours           £4
  - Pricing 5-6 hours           £5

*(Maximum stay is 6 hours. Charges apply 7 days per week)*

The income generated through this charge would be reinvested in the Park, helping cover ongoing revenue costs.

## **2. Focus of the Equality Impact Analysis**

This EIA, therefore, considers the potential equality related impacts, both positive and negative of Watford Borough Council's proposal to redesign the Cassiobury Park Car Park and the introduction of car park charges on the people in the groups or with the characteristics protected in the Equalities Act 2010

These are:

1. Age;
2. Disability;
3. Gender Reassignment;
4. Pregnancy and maternity;
5. Race;
6. Religion or belief;
7. Sex (gender);
8. Sexual Orientation; and
9. Marriage and Civil Partnership.

## **3. What we know about the Watford population**

Whilst we know that Cassiobury Park attracts people from far beyond Watford's boundary as both a regionally and nationally renowned park and open space, we also know that it is much-loved and well-used by our own residents. In view of this, this analysis seeks to understand the broader, borough context within which the Park sits and how any changes to its offer might impact our population overall.

### **Population**

The current population of Watford is 96,600 (mid 2017 estimate revised) and is estimated to grow by

16% by 2026. Population growth estimates stated that they expected Watford to reach 100,000 by the end of 2017. In terms of gender breakdown, there are estimated to be fractionally more female than male residents but the difference is not significant.

The population density for Watford is circa 4,500 people per square kilometre. This makes it the most densely populated district area in England and Wales. However, in comparison with some metropolitan boroughs, particularly those in and around the outskirts of London, the density is relatively low.

### Ward level populations

Mid-2016 year population estimates show Central has the highest population of any ward in Watford and Tudor the lowest at 6,059. Cassiobury Park is located within the Park ward of Watford.

	2016
Callowland	7,983
Central	9,101
Holywell	8,716
Leggatts	7,910
Meriden	7,870
Nascot	8,721
Oxhey	6,949
Park	8,464
St anborough	7,645
Tudor	6,944
Vicarage	8,986
Woodside	7,484

*This is ONS experimental data (Ward Level Mid-Year Population Estimates (experimental), Mid-2016)*

### Population projections

The ONS interim 2014-based subnational population projections are an indication of the future trends in population to 2024.

- Watford's population is projected to be 109,600 by 2022 with the population reaching 100,000 in 2017 (we will know if this was accurate with the release of 2017 population estimates);
- The bulk of the estimated 14.8% increase for Watford over the ten years from 2014 to 2024 is expected to stem from natural change of 8.8% (more births than deaths), net migration within the UK of 5.2% and net international migration of 0.7%. The level of natural change can be attributed to the relatively young age structure of the current population, with a high proportion of child bearing age.

## Households

The average household size in Watford is currently 2.45. This is average for the region.

## Number of households

The ONS data, based on the census, says that there were 36,681 households in Watford at the time of the Census; as of 31 January 2017 the figure was 39,052.

## Household size

The 2014 projections estimate that, between 2014 and 2039:

- Watford's average household size will decrease from 2.45 to 2.33;
- Hertfordshire's average household size will decrease from 2.42 to 2.29; and
- England's average household size will decrease from 2.35 to 2.21.

## Household Composition

From the 2014 projections, one person households see the biggest increase in household growth in Watford, representing 44% of the total household growth.

However, households with dependent children see the next biggest rise, with 35% of household growth; couples with other adults make up 9%; other (multi-person adult) households make up 7% and couple households (without children or other adults) make up the remaining 6% of all estimated growth.

## Ethnicity

Watford has a very diverse population, more so than the rest of Hertfordshire.

For Watford, the Census 2011 shows the following breakdown in terms of ethnicity: White British (61.9%), White other (7.7%), Pakistani (6.7%), British Indian (5.5%) and British other Asian 4.4%). Census information is now nearly 10 years old and it is likely that the ethnic profile of the borough has changed during this time. For example, it would not have captured the more recent EU arrivals to the borough (EU2 countries – Romania and Bulgaria, who were given residency rights in 2014). We know from other data such as National Insurance Registration that Watford has experienced a relatively high increase in nationals from the EU2 countries applying for National Insurance registrations as Watford residents. This follows a period of a high number from EU8 countries (including Poland, Latvia, Lithuania) who were given freedom of movement to the UK from 2004. Throughout the period the arrival of new residents from south Asia (e.g. Pakistan / India) has remained relatively constant.

Other data sources, including a school language survey on the languages spoken by Watford school children at home, endorse the National Insurance findings with English still the predominant language (at around 60%) followed by (in order of selection): Urdu, Polish, Tamil, Punjabi, Gujarati, Portuguese, Romanian and Hindi.

From our assessment of our 74,522 electorate (i.e. those aged over 18 and registered to vote) the following main ethnicity groups have been identified.

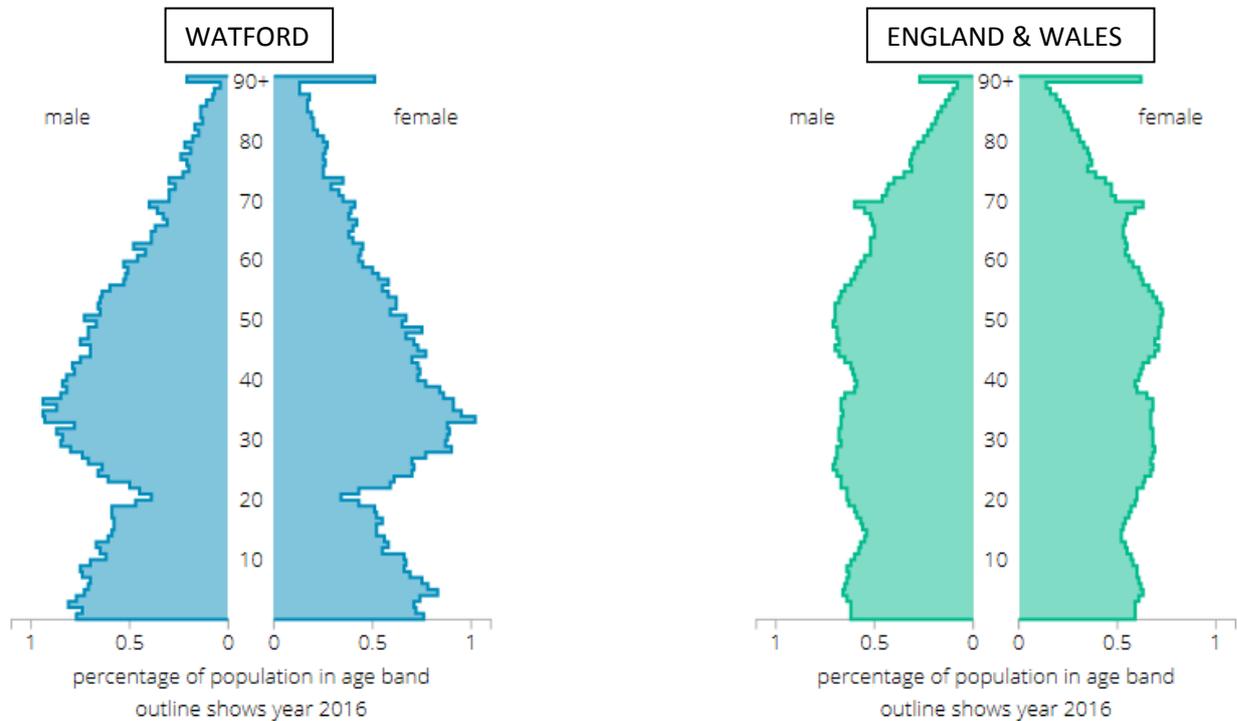
- British – 61,399
- Polish – 1,791
- Romanian – 1,612
- Rep of Ireland – 1,389
- Indian – 1,079
- Portuguese – 758
- Italian – 747

## Age

The largest populations by age band in Watford are:

- 25-44 (31,700)
- 45-59 (18,100)

The numbers in each successive age-band fall progressively until there are estimated to be 6,000 who are 75+. We know that around 74,000 residents are of voting age in Watford and that the borough has a younger profile than the rest of England and Wales.



The average age of Watford residents is 36.8 years, which puts it amongst the youngest cities and towns in England.

### Disability / Health

Around 85% of the population of Watford state that they have 'good health' and just under 14% record a disability. We do not have details as to what these disabilities are but they will include a wide range of physical and mental health disabilities or impairment. The 2016 NHS Health Profile's summary conclusion is that the health of people in Watford is 'varied' compared with the England average. About 14% (2,700) of children live in low income families. Life expectancy for both men and women is similar to the England average (which is an improvement on previous years when men's was lower).

The profile also shows that physically active adults have remained stable since 2016 at 54.4%, compared to the England average of 57%. There has been a very small increase from 58.9% to 60% in the percentage of adults classified as overweight or obese in Watford, although significantly better than the England average of 64.8%. Also remaining consistent is the percentage of obese children in Year 6 (aged 10-11) at 16%, significantly better than the England average, which is 19.8%.

### Religion / belief

The religious breakdown in the Census 2011 of the main religions in Watford was: Christian (54.1%), Muslim (9.8%), Hindu (4.8%), with no religion stated at 21.4%.

### Deprivation

The English Indices of Deprivation 2015 was published by the Government in September 2015, and updates the previous 2010 Indices, published in March 2011.

The Indices of Multiple Deprivation (IMD) 2015 uses 37 separate indicators, grouped into seven domains (three of which contain sub-domains); the domains are Income; Employment; Health and Disability; Education, Skills and Training; Crime; Barriers to Housing and Services; and Living Environment. In addition to the domains and their sub-domains there are two supplementary income deprivation Indices: Income Deprivation Affecting Children Index (IDACI) and Income Deprivation Affecting Older People Index (IDAOPI). In the IMD 2015, Watford is ranked 189 out of 326 authorities, putting it in the 6th decile nationally. This means that, overall, Watford is less deprived than half the authorities in England. Watford is the third most deprived authority in Hertfordshire. (Stevenage and Broxbourne are the most deprived.) However, three Hertfordshire authorities are among the 10% least deprived authorities in England (Three Rivers, East Herts and St Albans).

Overall, Watford is not an area with significant deprivation issues and the majority of the LSOAs within the town are in the bottom 50% of LSOAs nationally for deprivation; the borough's position has improved relative to that of 2010.

The combined deprivation index, which weights income and employment more heavily than the other domains, obscures the more deprived areas in Watford, which are affected by crime, living environment deprivation and education, skills and training deprivation in particular. This is, at least in part, because income and employment deprivation are less of an issue for Watford.

The ten most deprived LSOAs in Watford, as ranked in the IMD 2010, are as follows:

Watford rank	Ward	LSOA code	Hertfordshire		England	
			Rank	Decile in Herts (1st = most deprived)	Rank	Decile (1st = most deprived)
1 (2)	<b>Central</b>	E01023860	5 (5)	1st (1st)	5005 (7683)	2nd (3rd)
2 (1)	<b>Meriden</b>	E01023876	19 (7)	1st (1st)	7590 (7539)	3rd (3rd)
3 (5)	<b>Holywell</b>	E01023865	22 (32)	1st (1st)	7800 (9818)	3rd (4th)
4 (7)	<b><u>Holywell</u></b>	E01023866	30 (40)	1st (1st)	9203 (10445)	3rd (4th)
5 (4)	<b><u>Stanborough</u></b>	E01023891	31 (21)	1st (1st)	9377 (9075)	3rd (3rd)
6 (11)	<b>Meriden</b>	E01023873	33 (57)	1st (1st)	9628 (11634)	3rd (4th)
7 (9)	<b>Woodside</b>	E01023906	41 (46)	1st (1st)	10062 (10768)	4th (4th)
8 (3)	<b>Central</b>	E01023861	45 (15)	1st (1st)	10469 (8354)	4th (3rd)
9 (8)	<b>Central</b>	E01023859	47 (45)	1st (1st)	10609 (10705)	4th (4th)
10 (6)	<b><u>Oxhey</u></b>	E01023883	49 (34)	1st (1st)	10710 (10014)	4th (4th)

Our MOSAIC profiling of the borough enhances our understanding of our population and provides valuable context for our decision-making as well as underpinning our communications and engagement.

MOSAIC GROUP	Group/Type Name	MOSAIC DESCRIPTION	Number of households in Watford	Watford Percentage	UK Percentage
1 J40	Career Builders	Singles and couples in their 20s and 30s progressing in their field of work from commutable properties	4508	11.69%	1.59%
2 J44	Flexible Workforce	Young renters ready to move to follow worthwhile incomes from service sector jobs	3123	8.10%	1.26%
3 D14	Cafés and Catchments	Affluent families with growing children living in upmarket housing in city environs	2837	7.35%	1.31%
4 I36	Cultural Comfort	Thriving families with good incomes in multi-cultural urban communities	2794	7.24%	1.37%
5 H35	Primary Ambitions	Forward-thinking younger families who sought affordable homes in good suburbs which they may now be out-growing	2391	6.20%	1.96%

*Watford's MOSAIC profile (2016)*

#### 4. What we know about Cassiobury Park users

##### Cassiobury Park survey 2013

As part of the Heritage Lottery Fund submission for funding to support the council's restoration and improvement plans, an Activity Plan was prepared that looked at current audiences/users and future targeted audiences/users. This work was developed by Community First Partnership and is a valuable resource on the user profile of the Park.

Pre restoration (2013), a picture of the current users had been identified through use of visitor counters, a visitor survey, visitor observation and other consultation.

Automatic visitor counters were installed within the Park and they suggested there were in the region of 2.1 million annual person visits; anecdotal estimates for visitors to the paddling pools were in excess of 100,000 visits annually.

i. A **visitor observation study** was carried out between April and November 2013 to establish the broad demographic characteristics of visitors to Cassiobury Park. The visitor observation study was based on a surveyor walking a standardised route of the park and recording the demographic and other details of all observed visitors. A total of 19 recording sessions totalling 21.5 hours recorded 2,027 visitors to the park during the survey period.

The key findings of the visitor observation study can be summarised as:

- **Male visitors slightly outnumber female** (53.1% male, 46.9% female). The age range 20-44 years is the greatest age group making up 46.9% of all visits. Children aged under 15 use the park less than the profile of the catchment area would suggest (17.2% of recorded visitors against a catchment figure of 20.4%). The park is very well used by young people aged 16-19 years (10.6% recorded against catchment data of 4.7%)
- **Black and Minority Ethnic Groups tend to use the park less** than the catchment profile would suggest with 85.4% of recorded visitors form a white background (catchment data 77.1% white)
- Nearly two thirds (64.3%) of visits are made by people in groups, with 35.7% of visitors alone
- The Park is busy across all days of the week with little difference in daily levels of use across weekdays and weekends (weekdays 96.8 visits per hour, weekends 90.4)
- Visitors were recorded in all areas of the park; however, the areas around Cha café, the paddling pools and the main linear routes recorded the highest concentration of visitors

ii. From the **Visitor Survey 2013** we know that:

- 6% of visitors have a disability or long term limiting illness
- 68% visit at least once a week
- 51% arrive on foot, 37% by car, 8% by bike and 3% by tube or train
- 48% travel more than 3km in order to visit
- Once there, 73% spend over an hour in the park, with 19% staying for 4 or more hours
- There are very high levels of satisfaction with the park: 92% people were either fairly or very satisfied.

**Visitors are motivated to come for a variety of reasons:**

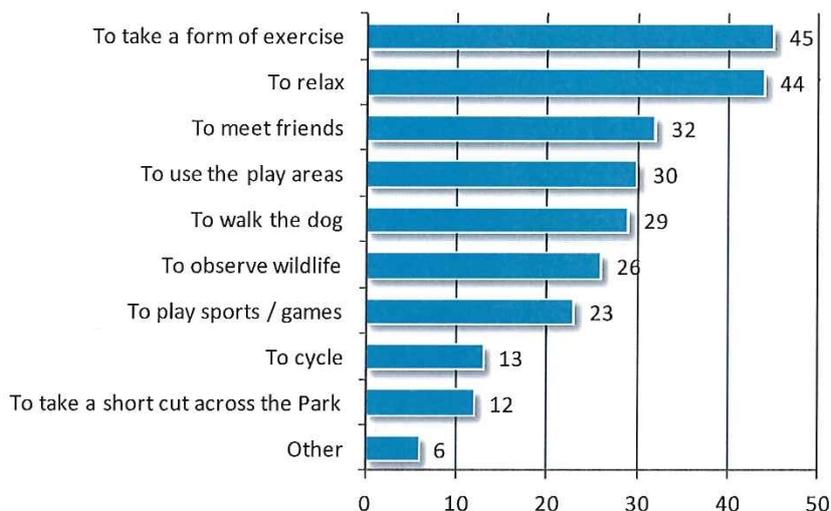


Table 1 Reasons for visiting

**Reasons for the Park’s appeal:**

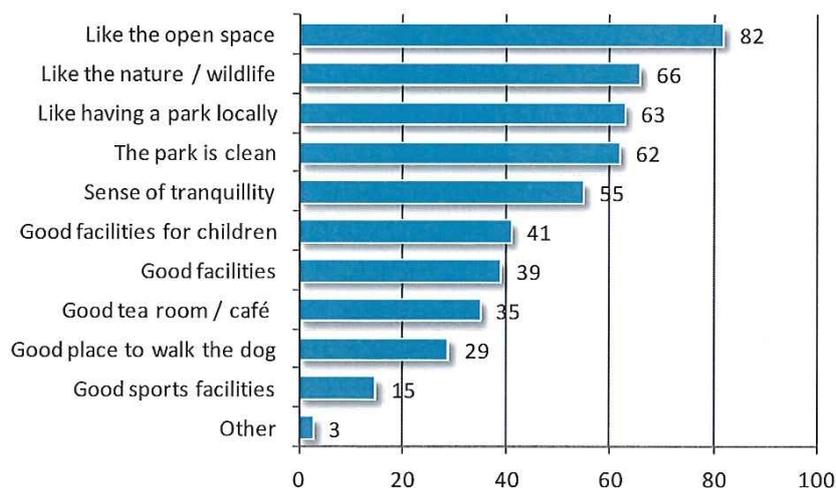


Table 2 Why people like Cassiobury Park

Since then, research and consultation has confirmed the validity of this list and has also revealed an existing demand for use of the indoor community space in the new Hub, including use by Muskaan Pakistanis Women’s Group, Watford African Caribbean Community Group and the local branch of the mental health charity Mind.

### **Potential Audiences**

With such a large number of visitors coming to the park each year the Round One bid to the HLF recognised the need to focus on engaging with under-represented audiences and retaining our existing ones, in particular the council has identified the need to target:

- Black and minority ethnic groups (in particular the local 'hidden' eastern European population who use the park and the local Pakistani community who doesn't)
- People with disabilities
- People on limited incomes
- Formal education and lifelong learning groups
- Physically inactive adults
- Overweight adults and children
- Young people
- Special interest groups

### **Priority Audiences Issues Identified**

As well as identifying the audiences, the council's research identified issues which might impact on their use / enjoyment of Cassiobury Park.

Car parking / issues with getting the Park were identified by a number of the audiences:

#### **Black and minority ethnic communities**

- *Lack of car parking spaces*

#### **People with disabilities**

- *Difficulties with public transport / getting to the site*

#### **People on limited incomes**

- *Transport costs to site a deterrent*

### **Cassiobury Park Survey 2018**

A survey of Park users was undertaken in 2018. 220 people responded. The survey was done on site.

#### **Mode of travelling to Cassiobury Park**

- Just over two thirds (68%) of visitors travelled to the park by car

#### **Length of visit**

- Nearly half of those asked (48%) said they spent 1 – 2 hours in Cassiobury Park. This would mean that a majority of visitors would not be required to pay for parking. Just under a third (29%) said they stayed for 2-4 hours incurring a cost of £2 /£3 for a visit

#### **Reason for visit**

- The most popular reason was to use the play areas (38%) but this could be the location of those surveying the park users, which was close to the play areas

#### **Profile of visitors**

- A third were between the age 35-49
- 60% were female
- 63% were White British, 8% were other White Background, and 5% Pakistani

## **5. How will the council ensure equality is promoted through the proposals for Cassiobury Park Gade Avenue car park enhancements and introduction of car parking charges for this car park?**

Under the Equality Act 2010, three areas need to be considered when analysing the equality impact of the proposals for the Cassiobury Park Car Park Enhancements :

1. **eliminate** discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act
2. **advance** equality of opportunity between people who share a relevant protected characteristic and people who do not share it
3. **foster** good relations between people who share a relevant protected characteristic and people who do not

The proposals to improve the car park are based on the declining infrastructure of the existing car park and the need for the council to cover its costs in managing and sustaining Cassiobury Park but at the same time ensuring that park users can still enjoy all that it has to offer. This includes park users with protected characteristics.

Given what we know about the Watford population, the visitor profile of Cassiobury Park, the following is the assessment of the equality impacts, both positive and negative of the proposals for the Cassiobury Park Car Park Enhancement.

### **A. Positive impacts of the proposed improvements**

#### **i. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Act**

The improved lighting that will form part of the refurbishment will improve the safety and accessibility of the Gade Avenue car park. This should provide reassurance to users of the car park and help eliminate behaviour which could impact on individuals or groups, which might be associated with a protected characteristic and increased vulnerability

#### **ii. Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it**

The increase in capacity of the Gade Avenue car park, which will be delivered through this project will enable more visitors to access car parking. The council is increasing capacity from 132 spaces to 204 spaces. This includes 12 disabled parking spaces – 6 more than is currently provided.

- Limited car parking has been raised as an issue by those with protected characteristics and so more spaces will meet the needs identified. For those with disabilities the increased number of disabled parking spaces will be particularly welcome. The main issues usually raised by

disabled users of car parks are around the availability and access to spaces. These disabled spaces will be BS8300 standard, the recognised standard for disabled access, and means there will be easier access to more and larger disabled spaces. The proposed car park layout shows disabled spaces also located in the most convenient areas near to the pay machines and exits. New pay machines and BS8300 standard access to the machines will be installed and will provide step free access for all users. This will make access easier for disabled people. The investment in new machines has allowed all users to be able to pay by cash, card and contactless technology. The additional free parking removes any requirement for disabled users to access different tariff information at the point of payment.

- The refurbishment will improve access to, from and around the car park, which should be of benefit to anyone with mobility difficulties or with young children / babies and toddlers in prams and pushchairs. This would be most relevant through the autumn / winter months where rain and cold weather conditions can impact on the current Gade Avenue car park
- The off-site early warning signage will also benefit park users indicating current accessibility to the improved car park at the time of arrival of park visitors – in other words are there spaces available?
- The introduction of car parking charges should also improve the availability of car parking spaces as it will discourage both commuter parking and people parking their cars for longer periods thus releasing parking for a greater number of visitors

Whilst parking charges would be new for Park visitors, a significant number will face no charge (i.e. visitors staying for under 2 hours). The costs of parking proposed are relatively low given that the major attractions within the Park are free (including the paddling pools). The proposals also recommend up to 6 hours free parking for blue badge holders

**Recommendation 1: Ensure consultation and engagement is carried out with the local community on the proposals, with focus on those with a protected characteristic**

**Recommendation 2: Ensure, should the proposals be adopted, that there is good promotion of the additional parking, including the increase in disabled parking spaces, and the parking charges**

**iii. Foster good relations between people who share a relevant protected characteristic and people who do not**

- Increasing the extent of visitor parking at the Gade Avenue car park, the council believes will encourage visitors to Cassiobury Park throughout the year. The Park is already a place where people meet and interact and so provides an outstanding opportunity for those who share a protected characteristic and those who do not to come together and enjoy what it offers
- The introduction of car parking charges should encourage greater flows of visitors through the Park as people choose to vary visiting times in relation to the proposed payment schedule
- Improved accessibility and safety features within the car park (to BS8300 standards) will encourage some people with protected characteristics who might have felt less inclined to visit the Park to do so

- Off-site early warning signage should also improve confidence for those visiting that car parking will be available – if car parking is a deciding factor for someone with a protected characteristic on whether to visit or not, this new facility will be of benefit
- People with disabilities, BME groups and those on low income have identified car parking and transport costs as limitations to their use of the Park and so improved and more extensive parking – with 2 hours free those who do not wish to pay can visit without cost or there are alternative parking solutions. Blue badge holders will park for 6 hours free of charge.
- The design of the car park will take into account the needs of those with protected characteristics to maximise ease of use, safety and accessibility
- Recent survey results show that the majority of visitors are likely not to incur costs as they stay in the Park for less than 2 hours

## **B. Negative impacts**

The proposed change to the car park and introduction of charges may have the following negative impacts:

- Current proposals for the introduction of charges may affect the number of visitors that share a protected characteristic if they are on a low-income. This would also apply to those without a protected characteristic. This may well have a more significant impact on those groups we know who have already raised the issue car parking as a reason not to visit the park – those from our BME communities and those with disabilities as well as families with children as visiting the Park to enjoy the play areas is known to be a main attraction. This may well have a disproportionate effect on these groups.

The council believes there are ways to mitigate this impact:

- The first 2 hours are free for all park users
- Those with blue badges will be able to park for up to 6 hours free of charge
- The other two car parks (Rousebarn Lane and Grove Mill Lane) will remain free of charge and will have some minor improvements delivered
- There is time limited on-street parking available in some roads surrounding the Park

## **6. Overall conclusion**

### **Meeting the Public Sector Equality Duty**

This EIA has taken into account the council's public sector equality duty under s149 of the Equality Act 2010 and is intended to assist the council in meeting its duty. The council is required to have due regard to the need to:

- Eliminate discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between persons who share relevant protected characteristics and persons who do not share it; and

- Foster good relations between persons who share relevant protected characteristics and persons who do not share it.

Whilst this EIA has identified a potential negative impact relating to the introduction of car parking charges, it has also identified positive impacts that identify how the council will meet its Public Sector Equality Duty. Through the enhanced quality of the parking as well as the increase in spaces (including more disabled parking spaces) there will be more opportunities for people overall to park in Cassiobury Park and enjoy its many attractions. As a community facility that attracts people across all the protected characteristics as well as the wider community, the Park offers an outstanding opportunity for people to meet and mingle, thus enhancing and fostering good community relations. In addition, there are ways people can visit the Park and not pay for parking if this is an issue for them. With blue badge holders being able to park for up to 6 hours, this EIA finds that the potential negative impacts would be mitigated for this protected characteristic.

**Recommendation 3: Final completed design and charging proposals to be tested against the findings of this EIA to ensure that the council continues to meet its Public Sector Equality Duty**

**Recommendation 4: This EIA to be updated as proposals progress**

## Summary of potential positive impacts and ways in which they can be ensured

Positive Impact	Protected characteristics	Ways to ensure the positive impact
The opportunity provided by the proposals and potential investment in the Cassiobury Car Park means that the council will be able to ensure that existing facilities fully meet the needs and aspirations of those within our communities with a protected characteristic.	All	<ul style="list-style-type: none"> <li>• Ensure the needs of those with protected characteristics are considered throughout the development of plans for the new car park enhancements in Cassiobury Park</li> <li>• Regular updates of this EIA</li> </ul>
Increased disabled parking spaces, which are well located and provide easy access to the Park	Disability	<ul style="list-style-type: none"> <li>• Ensure the delivery of the additional car parking spaces</li> </ul>
Improved accessibility, safety and design of car park.	All – particularly disability, age – older people with age related mobility issues and families with younger children / pushchairs	<ul style="list-style-type: none"> <li>• Through the design of the new car park ensure that these issues are considered and included</li> </ul>
Encourage feedback from our communities on the proposals	All	<ul style="list-style-type: none"> <li>• Ensure there are sufficient opportunities for people to engage in any proposals, particularly those with a protected characteristic in advance of a decision being made</li> <li>• Ensure feedback is considered in decision making where relevant and appropriate</li> </ul>

**Summary of potential negative impacts and ways in which they can be removed or mitigated**

<b>Negative Impact</b>	<b>Protected characteristics</b>	<b>Ways to mitigate the negative impact</b>
The introduction of car parking charges may impact on park users and their use of the park.	ALL but in particular – particularly disability, age, ethnicity	<ul style="list-style-type: none"> <li>• Availability of time limited free parking</li> <li>• Free options available in other car parks and some on street parking</li> <li>• Up to 6 hour free parking for blue badge holders</li> <li>• Regular review of visitor numbers and charging fees</li> </ul>

**This EIA has been developed by:**

**Paul Rabbitts**

..... **Date .....07.06.18**