

# Equality Impact Assessment / Equality Analysis

(Updated Nov 2024)

Item name	Details
<b>Title of service or policy</b>	Bath Central Riverside – Parade Gardens Access for All
<b>Name of directorate and service</b>	Regeneration, Sustainable Economy & Parks, Community & Compliance
<b>Name and role of officers completing the EqlA</b>	Georgi Tyler (Senior Development Officer)
<b>Date of assessment</b>	First assessment: 05/12/2024 Updated: 14/03/2025

Equality Impact Assessment (or ‘Equality Analysis’) is a process of systematically analysing a new or existing policy or service to identify what impact or likely impact it will have on people and different groups within our community. The main aim is to identify any adverse impacts (i.e. discriminatory or negative consequences for a particular group or sector of the community, and to identify areas where equality can be better promoted). Equality impact Assessments (EqIAs) can be carried out in relation to services provided to customers and residents as well as employment policies/strategies that relate to staffing matters.

This toolkit has been developed to use as a framework when carrying out an Equality Impact Assessment (EqIA) or Equality Analysis. **Not all sections will be relevant – so mark N/A any that are not applicable.** It is intended that this is used as a working document throughout the process, and a final version will be published on the Council’s website following relevant service lead approval.

## 1.1 Identify the aims of the policy or service and how it is implemented

Key questions	Answers / notes
<p>1.1 Briefly describe purpose of the service/policy e.g.</p> <ul style="list-style-type: none"> <li>How the service/policy is delivered and by whom</li> <li>If responsibility for its implementation is shared with other departments or organisations</li> <li>Intended outcomes</li> </ul>	<p>Bath Central Riverside (BCR) is a regeneration scheme is located in the centre of Bath and covers the area between Pulteney Bridge and Bath Spa Train Station.</p> <p>Led by the Regeneration Team, this grant funded scheme will act as a catalyst to transform and re-imagine the area, unlocking it’s potential both residents and visitors alike.</p> <p>Parade Gardens is a Grade II listed Garden, managed by Parks, which falls within the BCR scheme boundary and is one of the six key sites being re-imagined as part of the Masterplan</p>
<p>1.2 Provide brief details of the scope of the policy or service being reviewed, for example:</p>	<p>The opportunity to improve access to Parade Gardens for residents and visitors to the city has been identified as an early deliverable as part of the regeneration scheme working across Council services. The Gardens</p>

<ul style="list-style-type: none"> <li>• Is it a new service/policy or review of an existing one?</li> <li>• Is it a national requirement?).</li> <li>• How much room for review is there?</li> </ul>	<p>currently operate on an entrance fee basis, the administration of which is increasingly costly footfall has been decreasing due to this barrier to access.</p> <p>The project will see the removal of the entrance fee during a 12 month trial starting April 2025. During this different activities and pilots will be tested to inform future decisions</p> <p>Monitoring will take place throughout the duration of the trial.</p> <p>.</p>
<p>1.3 Do the aims of this policy link to or conflict with any other policies of the Council?</p>	<p>Bath Central Riverside seeks to deliver on the Local Plan policies and allocations (SB2 and SB3) whilst supporting the delivery of the Council's Corporate Strategy (CS).</p> <p>The 'Parade Gardens Access for All' project specifically supports the following), principles (pc) and priorities (pr) set out within the CS Framework</p> <ul style="list-style-type: none"> <li>• Preparing for the future (pc)</li> <li>• Delivering for local residents (pc)</li> <li>• Clean, safe and vibrant neighbourhoods (pr)</li> <li>• Healthy lives and places (pr)</li> <li>• Cultural life (pr)</li> </ul>

## 2. Consideration of available data, research and information

Key questions	Data, research and information that you can refer to
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<p><b>2.1</b> What equality focussed training have staff received to enable them to understand the needs of our diverse community?</p>	<p>The project team is relatively small but comprises built environment professionals from different specialities who bring their own expertise to the project. Profile of the team is diverse, staff have different ages, ethnicities, and genders.</p> <p>In addition all Council staff undertake mandatory equalities training.</p>
<p><b>2.2</b> What is the equality profile of service users?</p>	<p>All members of the public including residents, workers and tourists/visitors will be able to access the park without paying an entrance fee as a result of the projects</p>
<p><b>2.3</b> Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?</p>	<p>N/A</p>
<p><b>2.4</b> What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?</p>	<p>An engagement event took place in Parade Gardens and the Colonnades over October 2024 half term, to engage the public in the future of the Bath Central Riverside area. An EqIA for the event was prepared and submitted as part of the Event Application.</p> <p>During the event there were over 29,000 visitors to Gardens, averaging over 3500 visitors a day. This represents an estimated uplift of over 800 % vs October half terms in 2023 and 2022.</p> <p>During the event we asked the public on scale of 1 to 5 whether they supported an ambition to make access to Parade Gardens free to all. Of the 1,267 * responses 65% responded with a 4 or above, indicated a high level of support for this ambition. The engagement questions were also available to answer online.</p> <p><b>Question</b> On a scale of 1 to 5, would you support an ambition to make access to Parade Gardens free for all (1 no support, 5 strong support).</p> <p><b>Results (on site and online*)</b> 1 - 21%, 2 - 6%, 3 - 9%, 4 - 9%, 5 - 54%.</p>

<b>2.5</b> If you are planning to undertake any consultation in the future regarding this service or policy, how will you include equality considerations within this?	Further public engagement and consultation is likely however in the pilot year we don't yet know what form that will take. We will update the EqlA when further details are available
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### 3. Assessment of impact: 'Equality analysis'

Based upon any data you have considered, or the results of consultation or research, use the spaces below to demonstrate you have analysed how the service or policy:

- Meets any particular needs of equalities groups or could help promote equality in some way.
- Could have a negative or adverse impact for any of the equality groups

Key questions	Examples of what the service has done to promote equality	Examples of actual or potential negative or adverse impact and what steps have been or could be taken to address this
<b>3.1 Issues relating to all groups</b> and protected characteristics	<p>Access to high quality green space has known benefits to health and wellbeing. The removal of the entrance fee makes access and enjoyment of the Gardens free to all with no pay barrier. Currently the entrance fee is £2.50 per adult, with £1.50 concessions for OAP and children with exemptions for residents with discovery cards. The removal of the fee would access to Garden be free to all in future.</p> <p>Under the current arrangement, a queue often forms at the entrance, extending on</p>	<p>There is some concern the removal of the entrance fee and staff at the kiosk may increase the risk of crime and anti-social behaviour within the Gardens., As part of the pilot activities , there are plans to test a variety of different a food and beverage (F&amp;B) offering within the Gardens e.g. at the On Parade Pavillion or in concessions e.g. coffee carts. Alongside visitor to the gardens this will provide visual surveillance deterring crime/anti social behaviour. Through the initial pilot activities we will continue to monitor and review this. We are also</p>

	<p>to Grand Parade, as people pay for entry/provide evidence that they are exempt. A result a pinch point is created at the only access point and infrastructure, required to manage the queue (barriers/ signage), is placed in the highway.</p> <p>The removal of the entrance fee will negate the need for a queue resolving the pinch point and decluttering the footway. This improves the quality of the entrance for all but specifically increases the accessibility of the Gardens for the those with visual impairment or physical disabilities.</p> <p>Finally the removal of the entrance fee will make the public toilets within the Gardens accessible without a pay barrier to access the Gardens itself. This will have direct benefits to those with protected characteristics including pregnancy and maternity, disability, age and socio-economically disadvantaged (noting the 20p charge to use the toilets will be retained).</p>	<p>considering extending the F&amp;B offer into the evening which may act as a further deterrent.</p> <p>Ramped access to the Gardens is already provided and surface treatments are adequate, however as we consider a potential evening F&amp;B offer we will need to consider lighting levels for both safety and accessibility. Additionally the public toilet is only available to use from 10am – 6pm. These hours may need to be revised.</p> <p>As part of longer term plans there may be opportunities further improve the accessibility of the Gardens. This will be considered as part of the BCR Masterplan.</p>
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\*There is no requirement within the public sector duty of the Equality Act to consider groups who may be disadvantaged due to socio economic status, or because of living in a rural area. However, these are significant issues within B&NES and have therefore been included here.

\*\* The Equality Act does not cover armed forces community. However, the Armed Forces Bill (which came in on 22 Nov 2022) introduces a requirement to pay 'due regard' to make sure the Armed Forces Community are not disadvantaged when accessing public services.

\*\*\*The Equality Act does not cover care experienced people. B&NES adopted this group as a protected characteristic in March 2024 alongside over 80 other Local Authorities. Although we have data for care leavers and children/young people who are currently in the care of B&NES we do not have wider data on disadvantage experienced through being in care.

#### 4. Bath and North East Somerset Council Equality Impact Assessment Improvement Plan

Please list actions that you plan to take as a result of this assessment/analysis. These actions should be based upon the analysis of data and engagement, any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. The actions need to be built into your service planning framework. Actions/targets should be measurable, achievable, realistic and time framed.

Issues identified	Actions required	Progress milestones	Officer responsible	By when
A lack details of further engagement/consultation	To update the EqIA when details/programme has been agreed	EqIA is updated and uploaded to the B&NES website	GT	Spring 2025
Concerns around an increase risk of crime and antisocial behaviour within the Gardens	Monitor and keep under review	Quarterly reporting	GT	Ongoing
Lighting levels	Consider and continue to review requirements as part of the plans for pilot activities	Details of any proposed changes are shared with the stakeholder for comment before pilot activity commences	GT	Spring 2025
Current operation hours of the public toilet	Consider and continue to review requirement as part of the plans for pilot activities	Details of any proposed changes are shared with stakeholders for	GT	Spring 2025

		comment before pilot activity commences		
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## 5. Sign off and publishing

Once you have completed this form, it needs to be 'approved' by your Divisional Director or their nominated officer. Following this sign off, send a copy to the Equality Team ([equality@bathnes.gov.uk](mailto:equality@bathnes.gov.uk)), who will publish it on the Council's website. Keep a copy for your own records.

### **First assessment**

**Signed off by:** Cleo Newcombe-Jones, Regeneration Manager (Divisional Director or nominated senior officer)

**Date:** 17/03/25