

Why do an Equalities Impact Assessment (EqIA)?

1. Equalities Impact Assessment (EqIA) is part of Oxford City Council's **Public Sector Equality Duty (PSED) (Equality Act 2010)**.

The General PSED enables Oxford City Council to:

- a. **identify and remove discrimination,**
 - b. **identify ways to advance equality of opportunity,**
 - c. **foster good relations.**
2. **An EqIA must be done before making any decision(s)** that may have an impact on people and/or services that people use and depend on.
 3. An **EqIA form is one of many tools** that can simplify and structure your equalities assessment.
 4. We are passionate about equalities, and we highly recommend that **Corporate Management Team (CMT) reports and all projects must attach an EqIA.**

For questions, queries, and a chat about how to do your EqIA, please email your EDI officers:

1. Mili Kalia – milkalia@oxford.gov.uk
2. Sobia Afridi- safridi@oxford.gov.uk

Please do refer to our [SharePoint Page](#) for support such as FAQs and Examples, etc.

A good EqIA has the following attributes:

1. **Comprehensively considers the 9 protected characteristics.**

1. Age	6. Race & Ethnicity
2. Disability	7. Religion or Belief
3. Gender Reassignment	8. Sex
4. Marriage & Civil Partnership	9. Sexual Orientation
5. Pregnancy & Maternity	

2. It has **considered equality of treatment** towards service users, residents, employees, partners, council suppliers & contractors, and Council Members
3. Sufficiently considered **potential and real impact** of proposal or policy on service users, residents, employees, partners, council suppliers & contractors, and Council Members.
4. **Systematically recorded and reported** any potential and real impact of your proposal or policy on service users, residents, employees, partners, council suppliers & contractors, and Council Members
5. **Collected, recorded, & reported sufficient information and data** on how your policy or proposal will have an impact.
6. Offers **mitigations or adjustments** if a PSED has been impacted.
7. Provides clear **justifications** for your decisions.
8. It is written in **plain English** with simple short sentence structures.

Section 1: General overview of the activity under consideration

1.	Name of activity being assessed. For example: -New policy, -Review of existing policy, -Changes in service(s), -New project(s), etc.	Updates regarding byelaws for grouds, public walks and open spaces. Changes suggested are removal of old byelaws: 1. Cycling in parks 2. Tree Climbing 3. Plaing ball games 4. Moorings	2.	The implementation date of the activity under consideration:	01/08/2024
3.	Directorate/Department(s):	Community Services.	4.	Service Area(s):	Green and Blue Spaces .
5.	Who is (are) the assessment lead(s): Please provide: -Name -Email address	Chris Bell.	6.	Contact details, in case there are queries: Please provide: -Name -Email address	Chris Bell cbell@oxford.gov.uk.
7.	Is this a new or ongoing EqlA?	New <input checked="" type="checkbox"/> Extension to existing EqlA <input type="checkbox"/>	8.	If this is an extension of a previous EqlA, please indicate where the previous EqlA is located and share the link to the said EqlA.	Please type here.
9.	Date this EqlA started:	14/11/2023			
10.	Will this EqlA be attached to Corporate Management Team (CMT) reports/updates, which	Unsure	11.	Give a date (tentative or otherwise) when this assessment will	15/11/2023

will be published online?

be taken to the CMT.

Section 2: About the activity, change, or policy that is being assessed.

12. Type of activity being considered: Check the most appropriate.	<input type="checkbox"/> Budget	<input type="checkbox"/> Decommissioning	<input type="checkbox"/> Commissioning	<input checked="" type="checkbox"/> Change to an existing activity.
	<input type="checkbox"/> New Activity	<input type="checkbox"/> Others. Please		
13. Which priority area(s) <u>within Oxford City Council's Corporate strategy (2020-2024)</u> does this activity fulfil? Please check as needed.	<input type="checkbox"/> Enable an inclusive economy.	<input type="checkbox"/> Deliver more affordable housing.	<input checked="" type="checkbox"/> Support thriving communities.	<input checked="" type="checkbox"/> Pursue a zero carbon Oxford.
14. Which priority area(s) within <u>Oxford City Council's Equality, Diversity & Inclusion Strategy (2022)</u> does this activity fulfil? Please check as needed.	<input checked="" type="checkbox"/> Responsive services and customer care.	<input type="checkbox"/> Diverse and engaged workforce.	<input type="checkbox"/> Leadership & organisational commitment.	<input checked="" type="checkbox"/> Understanding and working with our communities.
15. Outline the aims, objectives, & priorities of the activity being considered.	Aims: 1: Update byelawas and permist activities that are beneficial and inkeeping with	Objectives: 1. Allow more oppourtunities for public to use open spaces.	Priorities: 1. Make space availabe for public use- cycling 2. Ensure there is clear	

		new ways of managing parks.		guidelines and public protection in place. 3. Promote Healthy Place Shaping and healthy lifestyle.
16.	Please outline the consequences of not implementing this activity. For example, -Existing activity does not fulfill Corporate Objectives, -existing activity is discriminatory and not fulfilling Council's PSED, ... to name a few.	List consequences.		

Section 3: Understanding service users, residents, staff and any other impacted parties.

17.	Have you undertaken any consultations in the form of surveys, interviews, and/or focus groups? Please provide details— -when, -how many, and -the approach taken.	No. But equalities impact will be monitored as things progress.		
18.	List information and data used to understand who your residents or staff are and how they will be impacted. These could be- -third-party research, -census data, -legislation,	There is very limited or no data available at the time of doing the EqIA. Data around impact will be monitored		


	-articles, -reports, -briefs.	
19.	<p>If you have not done any consultations or collected data & information, are you planning to do so in the future?</p> <p>Please list the details – -when, -with whom, and -how long will you collect the relevant data.</p>	<p>When?- As soon possible.</p> <p>Who will you focus on?- General Public.</p> <p>How long will you collect the data? 4- 6 weeks the consultation will remain open.</p>


Section 4: Impact analysis.

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20.	Who does the activity impact?	Service Users	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
	Check as needed.	Members of staff	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
	The impact may be positive, negative or unknown.	General public	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Partner / Community Organisation	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		City Councillors	Yes <input checked="" type="checkbox"/>	No <input type="checkbox"/>	Don't Know <input type="checkbox"/>
		Council suppliers and contractors	Yes <input type="checkbox"/>	No <input checked="" type="checkbox"/>	Don't Know <input type="checkbox"/>



21. Does the activity impact positively or negatively on any protected characteristics as stated within Equality (Act 2010)? Check as needed and provide evidence-driven conclusions.						
Protected Characteristic	Positive	Negative	Neutral	Don't know	Data/information supporting your assessment	Analysis, insight & mitigations
Age 94	<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<p>No data is available. The public consultation will add value to this</p> 	<p>1. Cycling in parks- Positive- more spaces will become open for resident to further corporate objective around healthy-place shaping, especially age groups that are active and not affected by age related mobility challenges. The spaces will become more open for individuals who use mobility aids as the existing byelaws will inhibit access to these spaces right now.</p> <p>Negative-People with age related mobility impairment might feel hindered and uncomfortable when there is unconsidered bicycle traffic.</p> <p>2. Tree Climbing- Positive mostly for younger age groups. However, the consultation may reveal other issues.</p> <p>3. Playing ball games- Positive-for some age groups. However, a consultation may reveal other issues.</p> <p>4. Temporary Moorings- Positive- This is a welcome byelaw and it will prevent unsolicited and harmful obstructions to public pathways as this byelaw will prevent this from happening. These can be particularly harmful for</p>

96						<p>people with age related mobility issues or some forms of disabilities such as eyesight.</p> <p>Mitigation:</p> <p>We are particularly concerned about the change in how bicycles with use these open spaces and pathways. It must be noted that right now this is not being policed. However, another byelaw is retained which would still allow for prosecution of any persistent offenders who cycle recklessly in a park or other green space: No person shall cycle on any footway or carriageway in such a manner as to cause danger or give reasonable grounds for annoyance to other persons using the footway or carriageway.</p>
Disability (Visible and invisible)	☒	☒	☐	☐	<p>No data</p> 	<p>1. Cycling in parks-</p> <p>Positive- more spaces will become open for resident to futher corporate objective around healty-place shaping, especially people with no disability. The spaces will beocme more open for individuals who use mobility aids as the exiting byelaws will inhibited access to these spaces right now. See image below how these bicylce constraints also prevent access to resident with mobility aid.</p>



Negative-People with age related mobility impairment might feel hindered and uncomfortable when there is unconsidered bicycle traffic.

2. Tree Climbing- Positive mostly for people with no disability. However, the consultation may reveal other issues.



Negative- individuals with disability will not be able to enjoy this activity. However, because the byelaw does not take-away conditions in which people with disability could continue to enjoy these spaces, the impact noted will be non-significant.


3. Playing ball games-

Positive mostly for people with no disability. However, the consultation may reveal other issues.

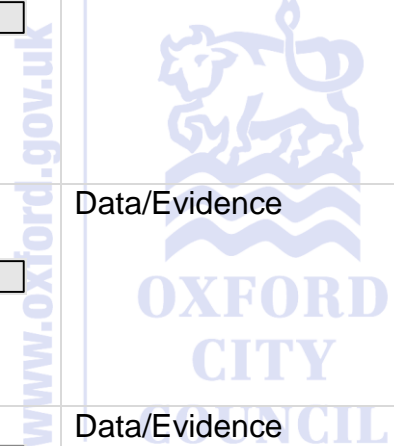
Negative- individuals with disability will not be able to enjoy this activity. However, because the byelaw does not take-away conditions in which people with disability could continue to enjoy these spaces, the impact noted will be non-significant.

Positive-for some age groups. However, a consultation may reveal other issues.

97					 	<p>4. Temporary Moorings- Positive- This is a welcome byelaw and it will prevent unsolicited and harmful obstructions to public pathways as this byelaw will prevent this from happening. These can be particularly harmful for people with age related mobility issues or some forms of disabilities such as eyesight.</p> <p>Mitigation:</p> <p>We are particularly concerned about the change in how bicycles with use these open spaces and pathways. It must be noted that right now this is not being policed. However, another byelaw will be retained which would still allow for prosecution of any persistent offenders who cycle recklessly in a park or other green space: No person shall cycle on any footway or carriageway in such a manner as to cause danger or give reasonable grounds for annoyance to other persons using the footway or carriageway.</p>
Gender re-assignment	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Data/Evidence	What is the data telling us about the impact on this group? How will you mitigate the disproportionate impact (positive or negative)?
Marriage & Civil Partnership	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Data/Evidence	What is the data telling us about the impact on this group? How will you mitigate the disproportionate impact (positive or negative)?
Race, Ethnicity and/or	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Data/Evidence	What is the data telling us about the impact on this group?

Citizenship						How will you mitigate the disproportionate impact (positive or negative)?
86 Pregnancy & Maternity	☒	☒	☒	☐	<p>Data/Evidence We have never enforced this so there should be no change.</p> <p style="text-align: center;"> www.oxford.gov.uk  OXFORD CITY COUNCIL </p>	<p>How will you mitigate the disproportionate impact (positive or negative)?</p> <p>1. Cycling in parks- Positive- more spaces will become open for families with children and expecting parents who bicycle for recreation or for transport, thus furthering our corporate objective around healthy-place shaping. Pregnant mothers and their toddlers can access these spaces.</p> <p>Negative- Pregnant mothers and mothers with prams might feel hindered and uncomfortable when there is unconsidered bicycle traffic.</p> <p>2. Tree Climbing- Impact is envisaged to be neutral for this activity.</p> <p>3. Playing ball games- Impact is envisaged to be neutral for this activity.</p> <p>4. Temporary Moorings- Positive- This is a welcome byelaw and it will prevent unsolicited and harmful obstructions to public pathways as this byelaw will prevent this from happening. This can be particularly harmful for pregnant mothers and parents with children.</p> <p>Mitigation:</p> <p>We are particularly concerned about the change in how bicycles with use these open spaces and pathways. It must be noted that right now this is not being policed. However, another byelaw is retained which would still allow for prosecution of any persistent offenders who cycle recklessly</p>

						in a park or other green space: No person shall cycle on any footway or carriageway in such a manner as to cause danger or give reasonable grounds for annoyance to other persons using the footway or carriageway.
Religion or Belief	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Data/Evidence	What is the data telling us about the impact on this group? How will you mitigate the disproportionate impact (positive or negative)?
Sex 66	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Data/Evidence	What is the data telling us about the impact on this group? How will you mitigate the disproportionate impact (positive or negative)?
Sexual Orientation	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Data/Evidence	What is the data telling us about the impact on this group? How will you mitigate the disproportionate impact (positive or negative)?
Other (voluntary consideration) For example: Migrant, refugee, or asylum seekers	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Data/Evidence	What is the data telling us about the impact on this group? How will you mitigate the disproportionate impact (positive or negative)?
Other (voluntary consideration) For example:	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	Data/Evidence	What is the data telling us about the impact on this group? How will you mitigate the disproportionate impact (positive or negative)?



Socio-economic status (income, wealth, etc.)						
Other For example: - Unpaid carers - Prison population - Homeless population -Council suppliers & contractors -Cabinet Members	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	List the other groups Data/Evidence	What is the data telling us about the impact on this group? How will you mitigate the disproportionate impact (positive or negative)?

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Section 5: Conclusion(s) of your Full Impact Assessment

22.	Conclusions. Check as needed.						
	<input type="checkbox"/>	Stop and reconsider the activity.	<input type="checkbox"/>	Adjust activity before beginning the activity and continue to monitor.	<input checked="" type="checkbox"/>	No major change(s) or adjustments and continue with activity but continue to monitor.	<input type="checkbox"/>

23.	Please explain how you	1. The over impact of the changes the existing byelaws are positive, however because we are due to consult it
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<p>have reached your conclusions above.</p>	<p>will be important to monitor public feedback on the following protected characteristics- Age, Disability, Pregnancy and Maternity for the four areas of change suggested.</p> <p>2. The change in the byelaws will support Council’s Corporate objective of encouraging a healthy lifestyle with residents being able to enjoy spaces for play and sport. However, the consultation will highlight any public concerns.</p> <p>2. Close monitoring of unconsidered bicycle practices is needed.</p>
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Section 6: Monitoring and review plan.

The responsibility for maintaining a monitoring arrangement of the EqIA action plan lies with the service/team completing the EqIA. These arrangements must be built into the performance management framework such as KPIs or Risk Registers.

<p>24. Who or which team or service area will be responsible for monitoring equalities impact?</p> <p>For example- - team, -directorate,</p>	<p>Chris Bell</p>
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25.	-service area, -Equalities Steering Group, etc.		
	Who (individual, team, or service area) will be responsible for carrying out the EqIA review?	Chris Bell	
26.	How often will the equality impact be reviewed for this activity? For example- -quarterly, -yearly, etc.	Annually	
		27.	Date when the EqIA will be reviewed again. 15/11/2024



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Section 7: Sign-off

Name: Chris Bell	Name: Mili Kalia	Name: Full Name
Job Title: Type here	Job Title: EDI Lead, Community Services	Job Title: Type here
Signature: -----	Signature: Mili Kalia -----	Signature: -----
Name: Full Name	Name: Full Name	Name: Full Name
Job Title: Type here	Job Title: Type here	Job Title: Type here
Signature:	Signature:	Signature:

- Suggested list of people to include are:**
- 1) Project lead/manager.
 - 2) Head of service area or team.
 - 3) Person who completed the EqIA.
 - 4) EDI Lead.
 - 5) EDI Specialist.
 - 6) For joint projects, please include the following:

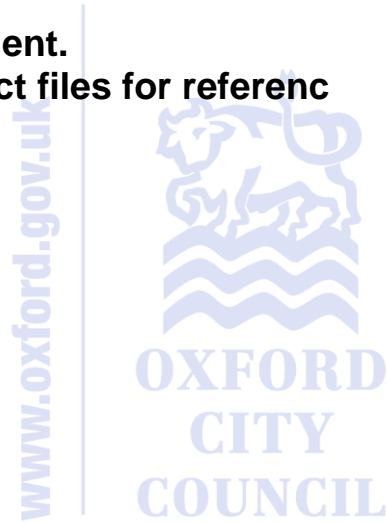
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Name: Full Name
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**You have now reached the end of the assessment.
Please append this to any reports and project files for reference**

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