

Equality Impact Assessment / Equality Analysis

(Version 4)

Item name	Details
Title of service or policy	Greener Places Plan for Bath and North East Somerset 2025-2035
Name of directorate and service	Sustainable Communities
Name and role of officers completing the EqlA	Sarah Jackson, Green Infrastructure and Climate Resilience Manager
Date of assessment	14.10.25

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
1.1 Briefly describe purpose of the service/policy e.g. • How the service/policy is delivered and by whom • If responsibility for its implementation is shared with other departments or organisations • Intended outcomes	The Greener Places Plan (GPP) purpose is to deliver its vision: <i>Green infrastructure will play a key role in ensuring Bath and North East Somerset has a more sustainable, nature rich and climate resilient future. It will be well maintained and valued, and will optimise the right social, economic, and environmental benefits in the right locations. There will be equitable access to high-quality and inclusive green infrastructure, ensuring that every member of the community benefits.</i> In delivering this vision we want to ensure that all residents and communities can easily access high-quality green infrastructure. We recognise that within communities, there are groups that will have specific needs, and we aspire to ensure accessibility for all. It is to be implemented by council officers and members, delivery partners and developers, local town and parish councils and community organisations. Intended 8 outcomes listed in the GPP are: • Create and maintain sustainable places • Create and maintain valued healthy landscapes • Health and wellbeing for all

	•Support sustainable and local food production •Greater resilience to climate change •Build a resilient economy •Sustainable water management •Improved and better-connected ecological networks
1.2 Provide brief details of the scope of the policy or service being reviewed, for example: ● Is it a new service/policy or review of an existing one? ● Is it a national requirement?). ● How much room for review is there?	The GPP is update of the councils Green Infrastructure Strategy (2013) and Green Space Strategy (2015). The new Green Infrastructure (GI) standards are aligned with current national GI guidance that each local authority in England will have a GI Strategy. The National Planning Policy Framework refers to the national Standards or local standards if these have been produced by the individual authority. The review and alignment with current national policy and guidance to produce the GPP has been undertaken with an internal cross council working group and external stakeholders. The GPP will be reviewed every five years to ensure delivery is achieving targets and standards.
1.3 Do the aims of this policy link to or conflict with any other policies of the Council?	The GPP directly links with the council's Corporate Strategy overriding purpose – to improve people's lives and two core policies – tackling the Climate and Ecological Emergencies and giving people a bigger say. Key policy documents linking and supporting GPP delivery are the council's Economic Strategy, Health and Wellbeing Strategy, Climate and Nature Strategy (pending publication) and Local Plan.

2. Consideration of available data, research and information

Key questions	Data, research and information that you can refer to
2.1 What equality focussed training have staff received to	Individual council services who are responsible for delivery of the GPP Investment & Delivery Plan actions will need to ensure that they have had the appropriate training. Parks & Open

enable them to understand the needs of our diverse community?	Spaces and Sustainable Places & Regeneration who engage directly with the public will be required to provide EqlA assessments as part of their project delivery. All B&NES officers receive mandatory Equality and Inclusion Training
2.2 What is the equality profile of service users?	There will be different service users for the various actions in the GPP Investment & Delivery Plan actions. Where appropriate equality profiles will need to be undertaken for specific projects and plans. As set out in the GPP the council's commitment is to ensure that our parks and greenspaces are / can be used by all. The Investment & Delivery Plan includes undertaking an accessibility and quality audit engaging residents. People who live in, work in and visitors to BaNES can access the parks and greenspaces. We are unable to accurately identify the equalities profile of all users, however, we anticipate that all protected characteristics will need to be considered.
2.3 Are there any recent customer satisfaction surveys to refer to? What were the results? Are there any gaps? Or differences in experience/outcomes?	The GPP Investment & Delivery Plan includes an action (1.8) to undertake assessment of satisfaction with greenspace as part of place shaping community engagement. Also, actions are included relating to addressing quality, accessibility, inequalities and barriers to accessing greenspace. The 2024 Voicebox survey identified access to nature and greenspace as the most important factor in what makes a good place to live. However, when asked what needed improving most access to nature and greenspace scored relatively low suggesting that those responding are generally satisfied with access, but this may not reflect wider community and for specific groups within a particular area who face barriers to access. Thus, requires targeted surveys and community liaison.
2.4 What engagement or consultation has been undertaken as part of this EIA and with whom? What were the results?	Due to the nature of the GPP (being a strategic plan with many programmes and projects being delivered by different partners) no specific equality consultation has been undertaken for this EqlA. However, the GPP recognises and states that wider consultation will be required at programme and project level in order to properly address the needs of relevant groups potentially impacted by specific project delivery.
2.5 If you are planning to undertake any consultation in the future regarding this service or policy, how will you include	As previously mentioned in responses to 2.1 and 2.3 consultation will be undertaken in scoping and delivery of individual activities/ actions by those responsible for delivering projects arising from the GPP. Individual programme/project will undertake an EqlA as part of the process and consultation plans will include equality considerations.

equality considerations within this?	
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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
3.1 Issues relating to all groups and protected characteristics	The GPP identifies the need to address inequalities and as stated in the vision aims to ensure through policy and practice provide <i>'equitable access to high-quality and inclusive green infrastructure, ensuring that every member of the community benefits.'</i> Through a range of activities including green social prescribing, wellbeing walks, events and taster activities our current and future GI programmes seek to connect and engage with communities and individuals to improve their lives and by doing so involve them in the care and enjoyment of the natural environment We do know from the evidence that there are inequalities in provision and quality. New standards for access to greenspace are included in the GPP. Ensuring that spend is prioritised to where it will deliver most benefit to meet these needs is key and can only be delivered in partnership with communities.	There are no negative or adverse impacts of the GPP as it proposes improving quality and provision of greenspace. Meeting the GI Standards will be a challenge as funding and resources are limited. We recognise need to ensure working with residents reaches those less engaged or who will benefit most from the improvements in provision and quality of greener places.

3.2 Sex – identify the impact/potential impact of the policy on women and men.	Parks & Open Spaces have worked with Making Space for Girls and is taking forward their learning in redesign of existing and new spaces.	There has been recognition that many parks and greenspaces have not considered use by women and girls, to make them feel safe or provide seating/play equipment. Our Parks team have worked with Your Park Bristol & Bath, and Making Space for Girls to address this at Brickfields Park, Bath (case study in the GPP) and at Staddlestones Riverside Park, Midsomer Norton.
3.3 Pregnancy and maternity	Proposing accessibility and quality assessment of parks and greenspaces to consider needs. This includes having sufficient seating/rest areas for pregnant people and to feed infants. Pathway design will be considerate of access for prams/pushchairs. At several Parks and greenspaces new and improved access has been provided including resurfacing of paths, wider gates.	Access to baby changing facilities may be restricted in parks greenspaces without toilet facilities. In designing greenspace or reviewing greenspaces will seek input from pregnancy and maternity groups, as well as local health organisations like the Royal United Hospital and Integrated Care Board, to make sure the consultation is inclusive and meets everyone's needs
3.4 Gender reassignment – identify the impact/potential	The GPP recognises need to ensure that everyone feels safe in outdoor spaces by increasing visibility and use through community engagement and care/ownership of the spaces. Benefits of being outdoors in greenspace improves mental health.	Risk of hate crime

impact of the policy on transgender people		
3.5 Disability – identify the impact/potential impact of the policy on disabled people (ensure consideration of physical, sensory and mental health needs/differences)	Proposing accessibility and quality assessment of parks and greenspaces to consider needs in improving and creating accessible greenspaces. Play areas are upgraded with disability in mind and new pieces of accessible play equipment have been installed in several play areas across the area. New play areas like Sydney Gardens Play Area have an integrated design approach to improve the accessibility for disabled children and adults. At several Parks and greenspaces new and improved access has been provided including resurfacing of paths, wider gates. Projects such as Bathscape and Somer Valley Rediscovered have run continuous programmes of wellbeing walks, taster activities such as Nordic walking and yoga to encourage use of greenspace for mental and physical health and to reduce social isolation. Sydney Gardens Changing Places toilet: https://www.changing-places.org/ On site signage and interpretation designed to meet accessibility standards	Risk of hate crime Restricted changing places toilets. Risk of misuse of these facilities. Risk that signage does not meet needs of blind/deaf community
3.6 Age – identify the impact/potential impact of the policy on different age groups	The Council is committed to deliver play space and youth play space standards. The need for benches and level and low gradient paths are required for wheelchair users and mobility issues. Older people may need additional access considerations for reduced mobility. At several Parks and greenspaces new and improved access has been provided including resurfacing of paths, wider gates. Projects such as Bathscape and Somer Valley Rediscovered have run continuous programmes of wellbeing walks, taster activities such as Nordic walking and yoga to encourage use of greenspace for mental and physical health and to reduce social isolation.	Trip hazards Fear of shared spaces with activities
3.7 Race – identify the	Promoting and enabling access for all and having awareness of different cultures, mindful of differences and shared needs and wants	Risk of hate crime. Actions to improve overall safety of

impact/potential impact on across different ethnic groups	Creating safe spaces by applying principles and standards used by Space for girls and women, that making space for them it makes space safe for everyone.	greenspace users should contribute to mitigating this risk.
3.8 Sexual orientation – identify the impact/potential impact of the policy on lesbian, gay, bisexual, heterosexual, questioning people	A study found that half of LGBTIQ+ people had experienced depression, and three in five had experienced anxiety Official data underscores this trend, as Home Office figures show hate crimes based on sexual orientation in England and Wales rose from 15,835 to 22,839 between the years 2019 to 2024 The GPP promotes and seeks to provide accessible greenspace for all. Creating safe spaces by applying principles and standards used by Space for girls and women, that making space for them it makes space safe for everyone.	Risk of hate crime. Actions to improve overall safety of greenspace users should contribute to mitigating this risk.
3.9 Marriage and civil partnership – does the policy/strategy treat married and civil partnered people equally?	The GPP promotes and seeks to provide accessible greenspace for all. There are currently no known barriers for this group.	No known impacts.
3.10 Religion/belief – identify the impact/potential impact of the policy on people	• Home Office statistics show that between March 2023 – March 2024, there were 10,484 hate crimes recorded by the police as linked to religion in England and Wales – a 25% increase compared to the prior 12-month period • Avon and Somerset Police data across a 3 month period	Risk of hate crime. Actions to improve overall safety of greenspace users should contribute to mitigating this risk. Additional mitigation through maintaining

of different religious/faith groups and also upon those with no religion.	in 2025 shows just over 6% of total hate crimes recorded were religion/belief hate crimes. In designing greenspace, there is recognition of the need to consider providing prayer spaces and opportunity to celebrate key events using outdoor space	awareness of the impact on key dates and access for others.
3.11 Socio-economically disadvantaged* – identify the impact on people who are disadvantaged due to factors like family background, educational attainment, neighbourhood, employment status can influence life chances (this is not a legal requirement, but is a local priority).	Our Green Infrastructure projects including Bathscape and Somer Valley Rediscovered have targeted work with communities in the areas deprived wards including Twerton and Midsomer Norton and Radstock. Events and training programmes have been free to attend and have been ‘marketed’ through groups based in those areas and working with GP practices. Access to spaces is free for all and supports the Health and Wellbeing Strategy: https://www.bathnes.gov.uk/sites/default/files/BandNES%20Health%20and%20Wellbeing%20Strategy.pdf Accessible greenspaces play a key role in supporting communities to live healthier lifestyles and preventing ill-health. They provide a solution to key health and wellbeing needs, including maintaining a healthy weight through sport and general physical activity, and good mental health as people can relax and make a positive contribution to their neighbourhood through volunteering. Free access for the first time to Parade gardens so B&NES are actively reducing barriers	Raising expectations but not being able to deliver
3.12 Rural communities* identify the impact /	The mapping of access to greenspace suggests those in rural areas have access to open countryside however work with communities suggest that due to poor access there is under provision of accessible greenspace and nature.	Barriers can be greater as no accessible green spaces and risks with no pavements. Lack of public transport

potential impact on people living in rural communities	The Chew Valley Rediscovered has delivered a new accessible path at Chew Valley Lake that has improved access to the lake and a safer route for the community to access schools and other community facilities. Work is continuing to provide safer routes to link greenspaces including liaison with highways and transport.	
3.13 Armed Forces Community ** serving members; reservists; veterans and their families, including the bereaved. Public services are required by law to pay due regard to the Armed Forces Community when developing policy, procedures and making decisions, particularly in the areas of public housing, education and healthcare (to remove	The most recent census data shows 3.6% or 5,858 people in BaNES are Armed Forces Veterans. Greenspaces can support armed forces community to engage within community including through engaging in managing and maintaining spaces, that contributes to social cohesion. Accessible greenspaces play a key role in supporting good mental health as people can relax and make a positive contribution to their neighbourhood through volunteering.	We are aware of limitations in our knowledge of individuals within this broad group, and their location / distribution within the district, which impacts on our ability to consult effectively.

disadvantage and consider special provision).		
3.14 Care Experienced *** This working definition is currently under review and therefore subject to change: In B&NES, you are 'care-experienced' if you spent any time in your childhood in Local Authority care, living away from your parent(s) for example, you were adopted, lived in residential, foster care, kinship care, or a special	Accessible greenspace is free to access and should be in walking distance of where people live and therefore affordability is not an issue but other barriers might be including confidence to use the spaces and feeling part of the community. community to engage within community including through engaging in managing and maintaining spaces, that contributes to social cohesion. Accessible greenspaces play a key role in supporting good mental and physical health as people can relax and or use for informal and formal activities. Ensuring provision of youth and gym equipment suited to Care leavers 18yrs.	Risk of lack of confidence to use greenspace

guardianship arrangement.		
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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
Initial assessment has been undertaken to map and identify deficits in provision of GI	Commission a capacity assessment of provision of greenspace per 1000 population (Investment & Delivery Plan action 1.8)	Assessment completed and used to prioritise investment where there is deficits in provision	Green Infrastructure & Climate Resilience Manager	Summer 2026

No quality audit of parks and greenspaces undertaken since 2015	Undertake quality audit of parks and greenspace	Audit completed and used to prioritise investment in our Parks and greenspaces	Parks & Green Infrastructure Programme Manager	Summer 2026
No current information on how accessible greenspaces are and if they meet the needs to local residents	Undertake accessibility audit	Audit completed	Parks & Green Infrastructure Programme Manager	Summer 2026
	Engage communities in place shaping plans to identify issues and needs	GI strategies incorporated as part of place shaping plans and masterplans for specific areas	Sustainable Place & Regeneration Manager	2026 - 2030

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), who will publish it on the Council's website. Keep a copy for your own records.

Signed off by: Jackie Clayton
(senior officer)

(Divisional Director or nominated

Date: 4 November 2025