

Appendix 3: Reduce Parks service to statutory minimum

Equality Impact Assessment (EqIA) Template

In order to carry out this assessment, it is important that you have completed the EqIA E-learning Module and read the Corporate Guidelines on EqIAs. Please refer to these to assist you in completing this assessment.

It will also help you to look at the EqIA Template with Guidance Notes to assist you in completing the EqIA.

Type of Project / Proposal:		Tick ✓	Type of Decision:	Tick ✓
Transformation			Cabinet	✓
Capital			Portfolio Holder	
Service Plan			Corporate Strategic Board	
Other	MTFS	✓	Other	
Title of Project:		Reduce Parks service to statutory minimum and reduce parks management cost		
Directorate / Service responsible:		E&E		
Name and job title of lead officer:		Mick Wynne		
Name & contact details of the other persons involved in the assessment:		David Corby, Andrew Smith, Sajni Durve		
Date of assessment:		14/01/2015		
Stage 1: Overview				
1. What are you trying to do? (Explain proposals e.g. introduction of a new service or policy, policy review, changing criteria, reduction / removal of service, restructure, deletion of posts etc)		Harrow Pride currently provides a full maintenance service to all parks & open spaces within the Borough, with the aim of providing leisure, recreational and play facilities for the community whilst maintaining the environmental assets of the Boroughs Parks & Open Spaces. The main proposal is to convert some of the parks into wildlife open spaces. This is a complex proposal involving: reducing grass cutting to only that which is needed for Health and Safety reasons, reducing pruning, and removing some shrub, rose and flower beds. The Local Authority has a duty to ensure that open spaces and parks are safe for public enjoyment and that people using the areas, so far as is practical, can enjoy the areas without exposure to risks to their health and safety. The proposals would see parks maintenance reduced to a statutory minimum with		

the exception of sports provision, where an income is received from clubs to provide a suitable playing surface in line with the relevant requirements. The move to a statutory minimum would see the following changes to the current maintenance regime: A table of changes is also included in Table1

- Parks would cease to be locked overnight
- Grass areas would be left naturalised (with the exception of sports pitches) and be subject to an annual conservation cut only
- Pruning of shrubs and hedges would reduce from up to 3 times per year to once a year
- Litter picking and emptying of bins would reduce from twice weekly to once a week

No parks would be submitted for the Green Flag award (currently 5 parks have attained this national recognition). The proposals would realise savings through the removal of 11 posts from the current staffing establishment and associated vehicles.

The reduction in management posts within the parks structure is linked to a proposed reduction in parks maintenance to a statutory minimum level, with the exception of sports provision, where an income is received from clubs to provide a suitable playing surface.

If the reduction in parks maintenance is agreed, this proposal would also see the removal of 1 Team Leader post and 2 Charge hand posts from the current staffing establishment, which would realise savings.

These changes combined will produce a saving of £327k

2. Who are the main people / Protected Characteristics that may be affected by your proposals? (✓ all that apply)	Residents / Service Users	✓	Partners		Stakeholders	
	Staff	✓	Age	✓	Disability	✓
	Gender Reassignment		Marriage and Civil Partnership		Pregnancy and Maternity	
	Race		Religion or Belief		Sex	
	Sexual Orientation		Other			

3. Is the responsibility shared with another directorate, authority or organisation? If so: <ul style="list-style-type: none"> Who are the partners? Who has the overall responsibility? How have they been involved in the assessment? 	No
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Stage 2: Evidence / Data Collation

4. What evidence / data have you reviewed to assess the potential impact of your proposals? Include the actual data, statistics reviewed in the section below. This can include census data, borough profile, profile of service users, workforce profiles, results from consultations and the involvement tracker, customer satisfaction surveys, focus groups, research interviews, staff surveys; complaints etc. Where possible include data on the nine Protected Characteristics.

(Where you have gaps (data is not available/being collated), you may need to include this as an action to address in your Improvement Action Plan at Stage 7)

Age (including carers of young/older people)	<p>Borough wide 2011 census data (see data below) shows that Harrow has a fairly significant elderly population with 14.1% over the age of 65. There is a possibility that the reduced cleansing frequency and changes in the grass cutting regime may affect older people and those with mobility impairments and/or impaired vision. Long grass can hide litter and obstructions which could contribute to slip/trip hazards and make movement off the main paths more hazardous for those that are old and infirm. Perception of increase in crime if gates left opened and appearance of unmanaged and unmaintained facility.</p> <p><u>Borough – wide age structure statistics from 2011 census</u></p> <table style="width: 100%;"> <tr> <td style="text-align: left;">Harrow</td> <td style="text-align: center;">2011</td> <td style="text-align: center;">2011</td> <td style="text-align: center;">2011</td> </tr> </table>	Harrow	2011	2011	2011
Harrow	2011	2011	2011		

	Data	%	Rank - National
All usual residents	239,056		
0 - 4	15,916	6.7	76
5 - 7	9,007	3.8	40
8 - 9	5,414	2.3	87
10 - 14	14,590	6.1	96
15	3,131	1.3	83
16 - 17	6,604	2.8	34
18 - 19	5,369	2.2	192
20 - 24	16,066	6.7	89
25 - 29	19,345	8.1	47
30 - 44	53,358	22.3	45
45 - 59	44,579	18.6	277
60 - 64	12,010	5	301
65 - 74	17,420	7.3	287
75 - 84	11,659	4.9	283
85 - 89	2,982	1.2	288
90 & over	1,606	0.7	252
Average Age (Mean)	37.6		287
Median Age	36		284

In 24% (20,323) of Harrow's households one person has a long-term health problem or disability including dependant and no dependent children (please see table below). This equates to a 10% value across the population. The Environment Consultation results indicate 14% of respondents declaring a disability or health problem of which 9% refer to mobility issues.

There is a possibility that the reduced cleansing frequency and changes in the grass cutting regime may affect people in wheelchairs and/or people with other mobility impairments and/or those with visual impairments. Long grass can hide litter and obstructions which could contribute to slip/trip hazards and make movement off the main paths more hazardous for those in wheelchairs and/or people with other mobility impairments and/or those with visual impairments.

Adults not in Employment and Dependent Children and Persons with Long-term Health Problem or Disability for all Households

Harrow	2011	2011	2011	2011
	Data	%	Rank - National	Rank - London
All households	84,268			
Households with:				
No adults in employment with dependent children	3,675	4	116	24
No adults in employment with no dependent children	18,788	22	324	15
Dependent children of all ages	30,670	36	6	5
Dependent children aged 0 - 4	12,435	15	24	13
One person in household with a long-term health problem or disability: With dependent children	5,038	6	20	6
One person in household with a long-term health problem or disability: No dependent children	15,285	18	293	10
One or more person with a limiting long-term illness	N/A	N/A	N/A	N/A

Disability (including carers of disabled people)

Gender Reassignment	No data collected. Unlikely to have an adverse disproportionate effect.
Marriage / Civil Partnership	No data collected. Unlikely to have an adverse disproportionate effect.
Pregnancy and Maternity	No data collected. Unlikely to have an adverse disproportionate effect.
Race	No data collected. Unlikely to have an adverse disproportionate effect.

Religion and Belief	Data available but not presented here as unlikely to have an adverse disproportionate effect.		
Sex / Gender	<p><u>Users</u></p> <p>Borough- wide census data available, but not presented here as unlikely to have an adverse disproportionate effect.</p>	<p><u>Staff</u></p> <p>7% of staff in the parks team are female. However, impact on staff is a reduction in numbers in equal measure and does not disproportionately affect this protected characteristic.</p>	
Sexual Orientation	No data collected. Unlikely to have an adverse disproportionate effect.		
Socio Economic	No data collected. Unlikely to have an adverse disproportionate effect.		
5. What consultation have you undertaken on your proposals?			
Who was consulted?	What consultation methods were used?	What do the results show about the impact on different groups / Protected Characteristics?	What actions have you taken to address the findings of the consultation? (This may include further consultation with the affected groups, revising your proposals).
The consultation was carried out over the period 11 th September 2014 to 8 th November, 2014.	The consultation has been promoted widely through posters, articles in the press and the web. The consultation has	A presentation giving an summary of all of the consultation feedback is attached to this EqIA at Appendix A. Survey Responses Specifically in relation to impacts of the proposed changes in the survey residents were specifically asked which	Based on the findings from this consultation elected members will be making a decision on the proposals that are to be taken forward for individual consultation. All proposals that are being taken forward to consultation will have

<p>The consultation has given all residents the opportunity to respond.</p>	<p>had the most engagement in recent years and a variety of mechanisms to engage residents were taken forward: 100,000 Take part Booklets developed with survey distributed widely to stakeholder distribution list and through Harrow People 6000 booklets distributed as part of events Specific web pages relating to the consultation and online web survey 7 Roadshows and 10 Drop in sessions held across Harrow and attendance at 50 Community Group meetings across Harrow resulting in 361 face to face in depth conversations Translated documents on the web and in hard copy Easy read of the</p>	<p>impacts would affect them most as an individual/family and a further question asking which proposals would impact the community as a whole. The following were fed back in order as having the most impact: E&E sections include <i>Impact on you and your family:</i></p> <ol style="list-style-type: none"> 1. Introducing a separate weekly food waste collection and charge for fortnightly collections of garden waste 2. Switch off some streetlights, or reduce the hours that they are on for <p><i>Impact on the community as a whole</i></p> <ol style="list-style-type: none"> 1. Introducing a separate weekly food waste collection and charge for fortnightly collections of garden waste 2. Changes to parks maintenance 3. Relocation of beat sweepers from secondary shopping centres 4. Reduction in grass verge cutting <p>The impact on the protected characteristics for each of these proposals has not been specifically collected however this will be explored in the individual Equality Impact Assessments if proposals are taken forward for further consideration. However the proposals that have been highlighted by the community as ones with the most impact that will have an obvious impact on groups with protected characteristics because they are users of their services are:</p> <ul style="list-style-type: none"> - Cutting some support provided to older and disabled people in Harrow under the Supporting People programme and - Close or reduce some of the Council's early support services to families, including Children's Centres. 	<p>their own individual detailed EqIA.</p> <p>Councillors have confirmed that they will be taking forward a campaign for a fairer grant for Harrow.</p>
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	<p>consultation booklet and survey</p> <p>Information on Facebook, Twitter and 4 responses received by video</p>	<p>Formal Letters</p> <p>23 formal responses were received which included feedback that some of the proposals could have impacts on groups that sit within the protected characteristics. These letters are not related to Environment proposals</p> <p>Petitions</p> <p>15 Petitions were received and these the following was received in relation to Environmental services:</p> <ul style="list-style-type: none"> - 1 petition about locking of park gates with 108 signatures <p>Harrow Youth Parliament</p> <p>The Youth Parliament tailored their own survey in response to Take Part which was asking whether young people agreed with proposals and therefore no feedback on impact. There were 495 responses received by the Council. The young people also held a debate and within this there was some concern relating to closure of libraries as used by young people and people to avoid isolation.</p>	
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<p>6. What other (local, regional, national research, reports, media) data sources that you have used to inform this assessment?</p> <p>List the Title of reports / documents and websites here.</p>	<p>None</p>
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Stage 3: Assessing Potential Disproportionate Impact

7. Based on the evidence you have considered so far, is there a risk that your proposals could potentially have a disproportionate adverse impact on any of the Protected Characteristics?

	Age (including carers)	Disability (including carers)	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation
Yes	X	X							
No			X	X	X	X	X	X	X

YES - If there is a risk of disproportionate adverse Impact on any **ONE** of the Protected Characteristics, continue with the rest of the template.

- **Best Practice:** You may want to consider setting up a Working Group (including colleagues, partners, stakeholders, voluntary community sector organisations, service users and Unions) to develop the rest of the EqIA
- It will be useful to also collate further evidence (additional data, consultation with the relevant communities, stakeholder groups and service users directly affected by your proposals) to further assess the potential disproportionate impact identified and how this can be mitigated.

NO - If you have ticked 'No' to all of the above, then go to **Stage 6**

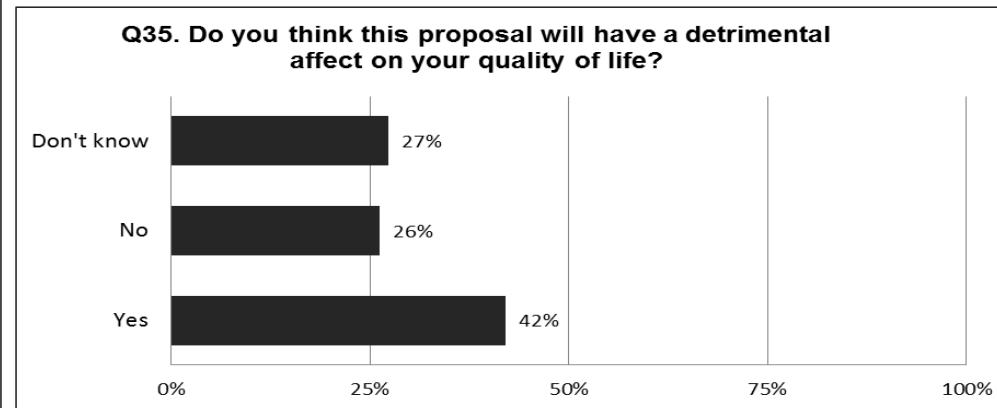
- Although the assessment may not have identified potential disproportionate impact, you may have identified actions which can be taken to advance equality of opportunity to make your proposals more inclusive. These actions should form your Improvement Action Plan at Stage 7

Stage 4: Collating Additional data / Evidence

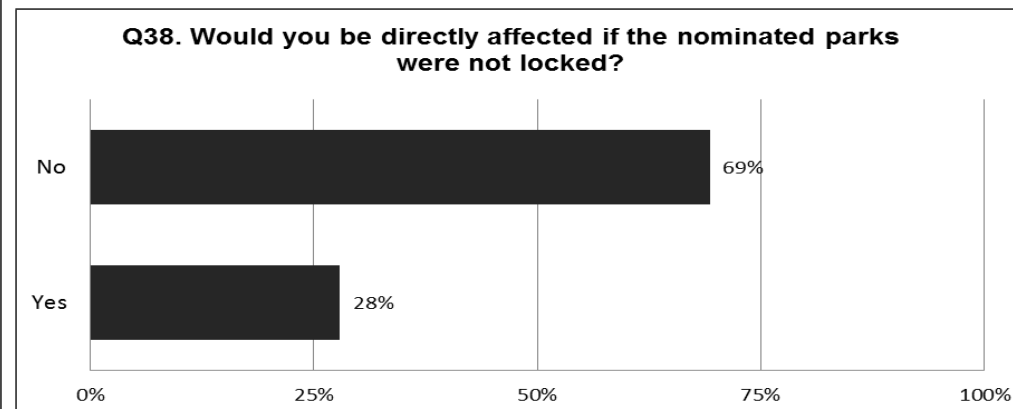
8. What additional data / evidence have you considered in relation to your proposals as a result of the analysis at Stage 3?

(include this evidence, including any data, statistics, titles of documents and website links here)

Just over 4 out of 10 respondents (42%) said that the proposal would have a detrimental affect on their quality of life, with around a quarter (26%) saying it wouldn't.

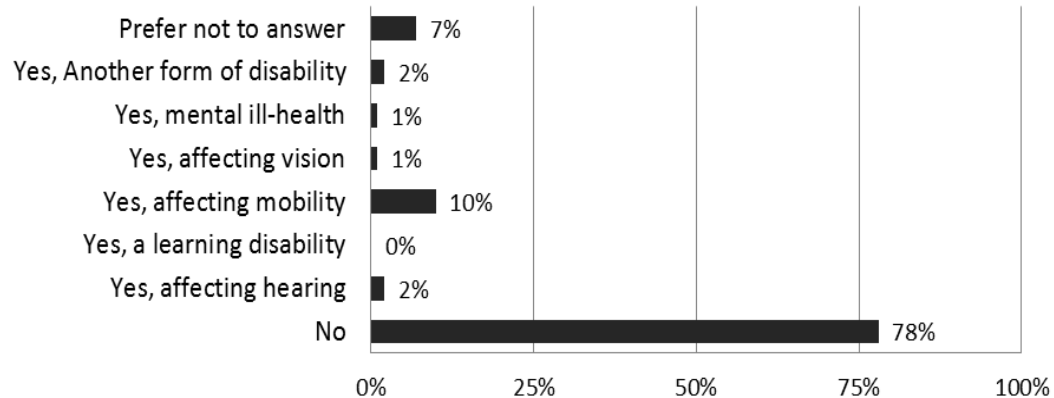


In terms of park locking, Just under 7 out of 10 respondents (69%) said that they would not be directly affected if the nominated parks were not locked. Around 3 out of 10 respondents (28%) said they would be affected.



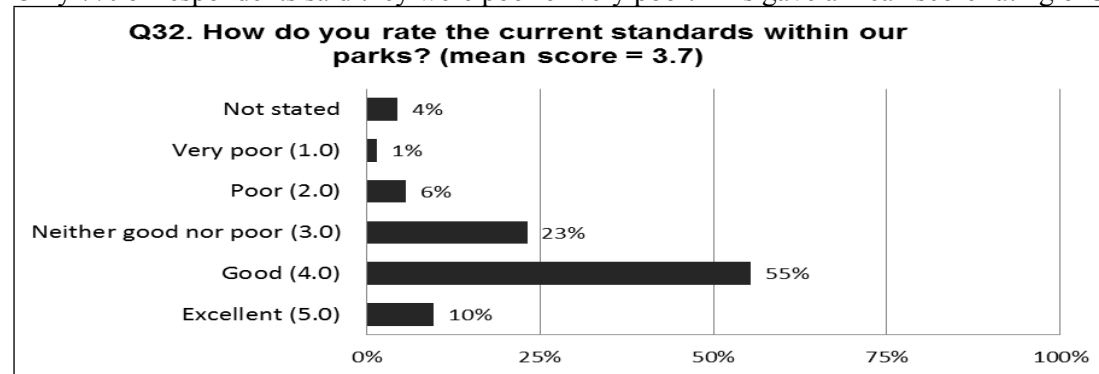
Of those who said they would be affected, 'illegal activity' followed by 'fear of crime' and 'disturbance' were the main concerns.

Are your day-to-day activities limited because of a health problem or disability which has lasted or is expected to last at least 12 months??



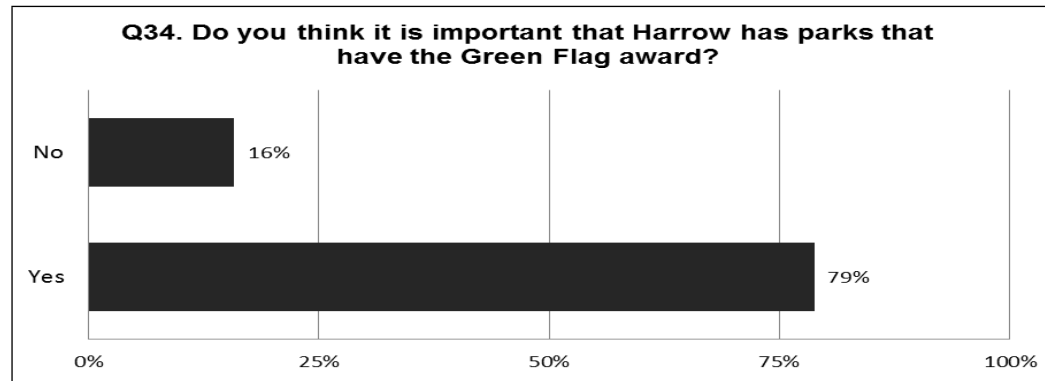
This equates to a 10% value across the population. The Environment Consultation results indicate 16% of respondents declaring a disability or health problem of which 10% refer to mobility issues.

When asked to rate current standards within our parks, 65% of respondents said they were good or excellent. Only 7% of respondents said they were poor or very poor. This gave a mean score rating of 3.7 out of 5.



Those who rated poor or very poor were asked for their reasons, and 'general standards of maintenance' followed by 'general littering' were the two largest responses, albeit from a very small base who rated them as poor.

Almost 8 out of 10 respondents (79%) thought it was important that Harrow has parks with Green Flag status.



9. What further consultation have you undertaken on your proposals as a result of your analysis at Stage 3?

Who was consulted?	What consultation methods were used?	What do the results show about the impact on different groups / Protected Characteristics?	What actions have you taken to address the findings of the consultation? (This may include further consultation with the affected groups, revising your proposals).
<p>Community Champions Housing Tenants</p> <p>Key Community groups</p>	<p>An online survey supported by self-completion, plus hard copy questionnaires available at local libraries.</p> <p>The Community Engagement team publicised the web-link through the Community Champion network and key community organisations as well as publicising it on the Harrow website, events, and libraries. A sample of 520 has been achieved to date</p> <p>The survey is around 15 minutes in length, comprised of a mix of pre-coded and open ended questions.</p>	<p>Over 50% of respondents consider the current service to be good or better.</p> <p>Of those who rated it poor or very poor, the majority cited general littering (97%) followed by flytipping (42%) as the main reason for that rating</p>	<p>Consultation feedback has identified key priorities for any targeted cleaning have directed mitigations</p>

Staff	<p>Members of staff were advised of the proposals that had staff impacts prior to the commencement of the Take Part and Cabinet reports proposing savings and took part in the Take Part Employee consultation. In addition, Trade Union colleagues have been given briefings prior to each Cabinet meeting agenda publication.</p>	<p>There will be a staff impact through the deletion of fourteen posts from the establishment. These posts are currently filled by agency workers so there will be no reduction in the number of permanent staff or redundancy but the reduction in posts may have an impact on remaining staff.</p> <p>There is also a wider impact on staff across the Council as the deletion of full time equivalent posts reduces the redeployment opportunities to displaced staff as the organisation progress its change programme.</p>	<p>Socio-economic and health impacts will be monitored using the Action Plans in the EqIAs</p> <p>E&E will work with the corporate Organisational Development team in mitigating this impact</p>

Stage 5: Assessing Impact and Analysis

10. What does your evidence tell you about the impact on different groups? Consider whether the evidence shows potential for differential impact, if so state whether this is an adverse or positive impact? How likely is this to happen? How you will mitigate/remove any adverse impact?

Protected Characteristic	Adverse ✓	Positive ✓	Explain what this impact is, how likely it is to happen and the extent of impact if it was to occur. Note – Positive impact can also be used to demonstrate how your proposals meet the aims of the PSED Stage 9	What measures can you take to mitigate the impact or advance equality of opportunity? E.g. further consultation, research, implement equality monitoring etc (Also Include these in the Improvement Action Plan at Stage 7)
Age (including carers of young/older people)	✓		Possibility that the reduced cleansing frequency and changes in the grass cutting regime may affect older people and those with mobility impairments and/or impaired vision. Long grass can hide litter and obstructions which could contribute to slip/trip hazards and make movement off the main paths more hazardous for those that are old and infirm. Perception of increase in crime if gates left opened and appearance of unmanaged and unmaintained facility.	<p>Just under 4 out of 10 respondents (38%) said that the proposal would have a detrimental affect on their quality of life, with around 3 out of 10 (31%) saying it wouldn't.</p> <p>Path borders and accessible fencelines will be cut and/or pruned at current standards to ensure safe passage from vegetation and possibly hidden litter and natural surveillance in terms of reducing fear of crime.</p> <p>More efficient use of mobile teams to deal with excessive accumulation</p> <p>There will remain rapid response teams who will be able to address fly tips and unacceptably excessive amounts of litter and other debris in between any scheduled cleansing operation, maintaining the existing SLA time for addressing such issues</p> <p>If monitoring indicates continuing issues in key parks, they can be reviewed under the Zonal cleansing approach</p>
Disability (including carers of disabled people)	✓		Possibility that the reduced cleansing frequency and changes in the grass cutting regime may affect people in wheelchairs and/or people with other mobility impairments and/or those with visual impairments. Long grass can hide litter and obstructions which could contribute to slip/trip hazards and make movement off the main paths more hazardous for those that are old and infirm.	<p>Just under 4 out of 10 respondents (38%) said that the proposal would have a detrimental affect on their quality of life, with around 3 out of 10 (31%) saying it wouldn't.</p> <p>Path borders and accessible fencelines will be cut and/or pruned at current standards to ensure safe passage from vegetation and possibly hidden litter and natural surveillance in terms of reducing fear of crime.</p>

				<p>More efficient use of mobile teams to deal with excessive accumulation</p> <p>There will remain rapid response teams who will be able to address fly tips and unacceptably excessive amounts of litter and other debris in between any scheduled cleansing operation, maintaining the existing SLA time for addressing such issues</p> <p>If monitoring indicates continuing issues in key parks, they can be reviewed under the Zonal cleansing approach</p>
Gender Reassignment			No disproportionate adverse effect.	
Marriage and Civil Partnership			No disproportionate adverse effect.	
Pregnancy and Maternity			No disproportionate adverse effect.	
Race			No disproportionate adverse effect.	
Religion or Belief			No disproportionate adverse effect.	
Sex			No disproportionate adverse effect.	
Sexual			No disproportionate adverse effect.	

orientation									
Socio Economic			<p>Parks can be considered an integral part of the social support network. Green spaces have been shown to have a positive effect on mental wellbeing and parks are a regular venue for sports, casual fitness activity and walking, which can have a significant positive effect on fitness. Following consultation 8% of respondents considered it important to retain Green Flag Parks</p> <p>28% of responders have expressed concern over not locking park gates with a significant bias towards fear of crime</p> <p>Potential redundancy impact on employed staff</p>		<p>Whilst the resource model to key parks will change it is now proposed to maintain a capability to aspire to retaining Green Flag status at most of the current Green Flag Parks.</p> <p>Maintaining key major parks at disparate geographic locations will mitigate some perception and fitness implications. Existing booked sports facilities in parks will be maintained to existing standards</p> <p>Parks will be monitored for increases in crime, especially in terms of car parks where there is a greater likelihood of nuisance occurring</p> <p>Staff reduction will be met by existing vacancies or discontinuation of Agency staff. There will be no redundancies affecting permanently employed staff</p>				
<p>11. Cumulative Impact – Considering what else is happening within the Council and Harrow as a whole, could your proposals have a cumulative impact on a particular Protected Characteristic?</p> <p>If yes, which Protected Characteristics could be affected and what is the potential impact?</p>				Yes		No	X		
<p>11a. Any Other Impact – Considering what else is happening within the Council and Harrow as a whole (for example national/local policy, austerity, welfare reform, unemployment levels, community tensions, levels of crime) could your proposals have an impact on individuals/service users socio economic, health or an impact on community cohesion?</p> <p>If yes, what is the potential impact and how likely is to happen?</p>				Yes	X	No			
<p>12. Is there any evidence or concern that the potential adverse impact identified may result in a Protected Characteristic being disadvantaged? <i>(Please refer to the Corporate Guidelines for guidance on the definitions of discrimination, harassment and victimisation and other prohibited conduct under the Equality Act) available on Harrow HUB/Equalities and Diversity/Policies and Legislation</i></p>									
	Age (including carers)	Disability (including carers)	Gender Reassignment	Marriage and Civil Partnership	Pregnancy and Maternity	Race	Religion and Belief	Sex	Sexual Orientation
Yes	X	X							

No			X	X	X	X	X	X	X
<p>If you have answered "yes" to any of the above, set out what justification there may be for this in Q12a below - link this to the aims of the proposal and whether the disadvantage is proportionate to the need to meet these aims. (You are encouraged to seek legal advice, if you are concerned that the proposal may breach the equality legislation or you are unsure whether there is objective justification for the proposal)</p> <p>If the analysis shows the potential for serious adverse impact or disadvantage (or potential discrimination) but you have identified a potential justification for this, this information must be presented to the decision maker for a final decision to be made on whether the disadvantage is proportionate to achieve the aims of the proposal.</p> <ul style="list-style-type: none"> ▪ If there are adverse effects that are not justified and cannot be mitigated, you should not proceed with the proposal. (select outcome 4) ▪ If the analysis shows unlawful conduct under the equalities legislation, you should not proceed with the proposal. (select outcome 4) 									
Stage 6: Decision									
13. Please indicate which of the following statements best describes the outcome of your EqIA (✓ tick one box only)									
Outcome 1 – No change required: the EqIA has not identified any potential for unlawful conduct or disproportionate impact and all opportunities to advance equality are being addressed.									
Outcome 2 – Minor adjustments to remove / mitigate adverse impact or advance equality have been identified by the EqIA. <i>List the actions you propose to take to address this in the Improvement Action Plan at Stage 7</i>								X	
Outcome 3 – Continue with proposals despite having identified potential for adverse impact or missed opportunities to advance equality. In this case, the justification needs to be included in the EqIA and should be in line with the PSED to have 'due regard'. In some cases, compelling reasons will be needed. You should also consider whether there are sufficient plans to reduce the adverse impact and/or plans to monitor the impact. (Explain this in 13a below)									
Outcome 4 – Stop and rethink: when there is potential for serious adverse impact or disadvantage to one or more protected groups. (You are encouraged to seek Legal Advice about the potential for unlawful conduct under equalities legislation)									
13a. If your EqIA is assessed as outcome 3 or you have ticked 'yes' in Q12 , explain your justification with full reasoning to continue with your proposals.				The roads / pavements through the parks will not be affected. The proposals are needed to achieve the savings.					

Stage 7: Improvement Action Plan

14. List below any actions you plan to take as a result of this Impact Assessment. This should include any actions identified throughout the EqIA.

Area of potential adverse impact e.g. Race, Disability	Action required to mitigate	How will you know this is achieved? E.g. Performance Measure / Target	Target Date	Lead Officer	Date Action included in Service / Team Plan
Disability & Age	Retention of Rapid Response teams to be able to respond to service requests relating to excessive littering, debris or fly tipping to allow for removal within the current SLA of 24 hours Monitor deployment of mobile and amend work schedules to meet variable demand	The Collective system captures all service requests and is used to monitor the response time to rectify. The retention of Rapid Response teams and flexible staff deployment	December 2015	Michael Wynne	
Socio Economic	Whilst the resource model to key parks will change there is still the capability to aspire to retaining Green Flag status at most of the current Green Flag Parks. Maintaining key major parks at disparate geographic locations will mitigate some perception and fitness implications. Existing booked sports facilities in parks will be maintained to existing standards 28% of responders have expressed concern over not locking park gates with a significant bias towards fear of crime	Monitor Green Flag success Parks will be monitored for increases in crime, especially in terms of car parks where there is a greater likelihood of nuisance occurring	July 2015	Michael Wynne	

Stage 8 - Monitoring

The full impact of the proposals may only be known after they have been implemented. It is therefore important to ensure effective monitoring measures are in place to assess the impact.

15. How will you monitor the impact of the proposals once they have been implemented? What monitoring measures need to be introduced to ensure effective monitoring of your proposals? How often will you do this? (<i>Also Include in Improvement Action Plan at Stage 7</i>)	As well as in house monitoring through the creation of random inspections via the Collective system, further monitoring of parks standards is undertaken by an independent external body annually. The Collective system captures all service requests and is used to monitor the response time to rectify.
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<p>16. How will the results of any monitoring be analysed, reported and publicised? <i>(Also Include in Improvement Action Plan at Stage 7)</i></p>	<p>A full breakdown of performance, causes of litter, land class performance is provided as part of the external monitoring and assessment of cleansing performance. The classification of areas into zones is not rigid and, if data suggests that the classification of an area into a particular zone disproportionately affects one of the protected groups, this will be reviewed and appropriate adjustments made.</p>
<p>17. Have you received any complaints or compliments about the proposals being assessed? If so, provide details.</p>	<p>Full consultation analysis to be completed</p>

Stage 9: Public Sector Equality Duty

18. How do your proposals contribute towards the Public Sector Equality Duty (PSED) which requires the Council to have due regard to eliminate discrimination, harassment and victimisation, advance equality of opportunity and foster good relations between different groups.

(Include all the positive actions of your proposals, for example literature will be available in large print, Braille and community languages, flexible working hours for parents/carers, IT equipment will be DDA compliant etc)

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010	Advance equality of opportunity between people from different groups	Foster good relations between people from different groups
N/a	N/a	N/a

Stage 10 - Organisational sign Off (to be completed by Chair of Departmental Equalities Task Group)

The completed EqIA needs to be sent to the chair of your Departmental Equalities Task Group (DETG) to be signed off.

<p>19. Which group or committee considered, reviewed and agreed the EqIA and the Improvement Action Plan?</p>			
<p>Signed: (Lead officer completing EqIA)</p>	<p>Mick Wynne</p>	<p>Signed: (Chair of DETG)</p>	<p>Hanif Islam</p>
<p>Date:</p>	<p>14/01/2015</p>	<p>Date:</p>	
<p>Date EqIA presented at the EqIA Quality Assurance Group</p>	<p>28/01/2015</p>	<p>Signature of ETG Chair</p>	<p>PP Hanif Islam</p>

Table 1: Parks Service Standards per designation type

Parkland	Open Spaces
Hedge and shrub pruning up to twice a year CURRENTLY UP TO 3 TIMES	Hedge and shrub pruning up to twice a year CURRENTLY UP TO 3 TIMES
Leaf clearance once a year	Leaf clearance once a year
Empty litter bins once a week CURRENTLY EMPTIED TWICE WEEKLY ALONG WITH LITTER PICKING OF THE PARK, WHICH WILL ALSO REDUCE TO ONCE PER WEEK. THIS WILL ALSO APPLY TO DOG BINS IF EMPTYING OF DOG BINS COMES BACK IN HOUSE	Empty litter bins once a week CURRENTLY EMPTIED TWICE WEEKLY ALONG WITH LITTER PICKING OF THE PARK, WHICH WILL ALSO REDUCE TO ONCE PER WEEK. THIS WILL ALSO APPLY TO DOG BINS IF EMPTYING OF DOG BINS COMES BACK IN HOUSE
General inspection of playgrounds and infrastructure once every 3 months CURRENTLY INSPECTED MONTHLY	General inspection of playgrounds and infrastructure once every 3 months CURRENTLY INSPECTED MONTHLY
Strimming of high visibility boundary areas every 3 weeks during growing season (March to October depending on seasonal changes) CURRENTLY CUT EVERY 3 WEEKS	Strimming of high visibility path boundaries every 3 weeks during growing season (March to October depending on seasonal changes). CURRENTLY CUT EVERY 3 WEEKS
Grass cutting every 6 weeks CURRENTLY CUT EVERY 3 WEEKS	Grass cut once a year forage cut CURRENTLY CUT EVERY 3 WEEKS
Rake Play bark areas once a week	Rake Play bark areas once a week
Grass cutting every 6 weeks during growing season (March to October depending on seasonal changes) CURRENTLY DONE ON A 3 WEEKLY CYCLE	Cut grass on park path and boundary every 3 weeks during growing season (March to October depending on seasonal changes) CURRENTLY DONE ON A 3 WEEKLY CYCLE
Pond clearance once a month	Pond clearance every 3 months
Shrub and flower beds are mulched once a year	No mulching of beds
Mechanical sweeping once a month	

Table 2: Parks by designation type

Parkland	Open Spaces	Country Parks, Nature Reserves & Woodland
Alexandra Park	Brockhurst Corner	Bentley Priory
Bernays Gardens	Brockley Hill	Belmont Rattler
Byron Recreation Ground	Church Fields	Brewery Reservoir Open Space
Cedars O.S.	Chrutchurch Avenue Open Space	Church Farm
Centenary Park	Cuckoo Hill Open Space	Glenthorne
Chandos Recreation Ground	Croft	Grimsdyke Open Space
Harrow Recreation Ground	Elms Road Open Space	Harrow Weald Common
Harrow Weald Recreation Ground	Greenway	Pinner Park Farm
Hatch End Playing Fields	Grove Fields	Roxbourne Rough
Headstone Manor	Harrow Garden Village	Stanmore Common
Hooking Green	Kenton Recreation Ground	Stanmore Country Park
John Rumney	Lake Grove	
Lowlands Recreation Ground	Little Common Pinner	
Melbourne Ave	Little Common Stanmore	
Montesoles P.F.	Lynwood Close Open Space	
Pinner Memorial Park	Montrose Walk	
Priestmead Recreation Ground	Newton Ecology Park	
Queensbury Recreation Ground	Newton Park West	
Rayners Mead	Pinner Recreation Ground	
Roxbourne Park	Pinner Village Gardens	
Roxeth Recreation Ground	Ridgeway Playing Fields	
Saddlers Mead	River Pinn Open Space	
Shaftesbury P.F.	Streamside	

Parkland	Open Spaces	Country Parks, Nature Reserves & Woodland
Stanmore Marsh	Sylvia Avenue Open Space	
Stanmore Recreation Ground	Thackery Close Open Space	
Weald Village	Tookes Green	
West Harrow Recreation Ground	Whitchurch Playing Fields	
	Whitefriars Open Space	
	Woodlands	
	Yeading Walk	

Nb: Due to funding criteria, Canons Park will retain the current maintenance regimes.
 Countryside Parks, Nature Reserves and Woodland already have separate maintenance regimes that are not affected by these proposals

Appendix 1

Consultees

Afghan Association of London (Harrow)
Association of Senior Muslim Citizens
Gujarati Arya Association
Harrow Bengalee Association
Harrow Iranian Community Association (HICA)
Harrow Tamil Association
Indian Association of Harrow
Nepalese British Community UK
Pakistan Society of Harrow
Russian Immigrants Association
The Harrow African Caribbean Association (HACAS)
UK Asian Women's Conference (North London)
Harrow in Business (HiB)
Canons Community Association
Harrow Association of Disabled People
Harrow in Leaf
Middlesex Association for the Blind
Harrow Heritage Trust
North West London Lesbian & Gay Group (NWLLG)
Harrow Civic Residents' Association (HCRA)
Hatch End Association
HFTRA (Harrow Federation of Tenants' & Residents' Associations)
Harrow Association of Voluntary Service
Voluntary Action Harrow
Angolan Civic Communities Alliance (ACCA)
Harrow
British Afghan Women's Society
Harrow Association of Somali Voluntary Organisations (HASVO)

Harrow Bengalee Association
Harrow Equalities Centre
Harrow Somali Cultural & Educational Association
Jaago Punjabi Women's Group
Pinner Association
Wealdstone Active Community
ADHD and Autism Support Harrow
Mind in Harrow
National Osteoporosis Society Middlesex Group
Rethink: Harrow Support Group
Friends of Bentley Priory Nature Reserve
Friends of Canons Park
Friends of West Harrow Park
Harrow Youth Parliament
Capable Communities Ltd.
The Wish Centre
The Stanmore Society
Bessborough Cricket Club
Harrow Rugby Football Club
Harrow St. Mary's Youth Football Club
Pinner Cricket Club
Pinnstars Football Club
Harrow Mencap
Harrow Over 50 club
Harrow Community Transport
Harrow Centre for Volunteering
Harrow Volunteer Centre
Harrow Women's Centre
Headstone Manor Youth Football Club
Parkfield Youth Football Club
Pinner Albion Football Club

Pinner Jewish Football Club
Stanmore Football Club
Age Concern Harrow
Harrow Mencap
CAPRA Canons Park Residents Association
Harrow Nature Conservation Forum
Harrow St Mary's
Kenton Town FC
Parkfield Football Club
Parkfield Youth FC
Pinner Albion FC
St Josephs Youth FC
Stanmore Manor FC
Three Wishes Exiles
Venceremos FC
APB FC
Lankians CC
Pinner Challengers CC
Pinner Cricket Club
South Harrow CC
Tamil Union CC
West Harrow CC
Yarl CC
Youth Wing CC
Culver Bowls Club
Harrow Weald Bowls Club
Pinner Bowls Club
Stanmore Bowls Club
Pinner & Grammarians Rugby Football Club