

Equality Impact Assessment Initial Screening

This screening allows you to create a quick overview of a change in policy, procedure or service to assess the likely equality impacts on different groups of customers, service users and staff and to see if any low level action can be taken to mitigate the likely impact of a decision on a particular group.

An Equality Impact Assessment screening needs to be done on every report that goes to Cabinet. The screening will help you identify if you need to do a Full Equality Impact Assessment.

Officers Involved in completing screening	
Officer completing Equality Screening	Sanaa Osmani Planning Policy Officer
Head of Service or Operational Director authorising Equality Screening	Robert Lancaster, Operational Director of Planning and Building Control
Date screening completed:	19/09/2023

1. Summary of Proposal	
Name of the proposed new or changed legislation, policy, strategy, project or service being assessed:	Natural Greenspace Improvement Strategy
Service Area:	Planning Policy Regeneration & Culture
Budget Option:	n/a
Budget Reference:	n/a
Date proposal to be considered at Cabinet (if known):	February 2024
Brief description of policy / decision to be screened:	
Is this a new proposal?	Yes
If linked to previous years give details:	
Are there any links or interdependencies to other services or organisations?	Yes
On whom will the policy / decision impact?	<input checked="" type="checkbox"/> Service users <input checked="" type="checkbox"/> Staff <input checked="" type="checkbox"/> Other public sector organisations <input type="checkbox"/> Voluntary / community groups / trade unions <input checked="" type="checkbox"/> Others, please specify below Developers including Council housing development & Regeneration, Redbridge Parks Operator, Highways

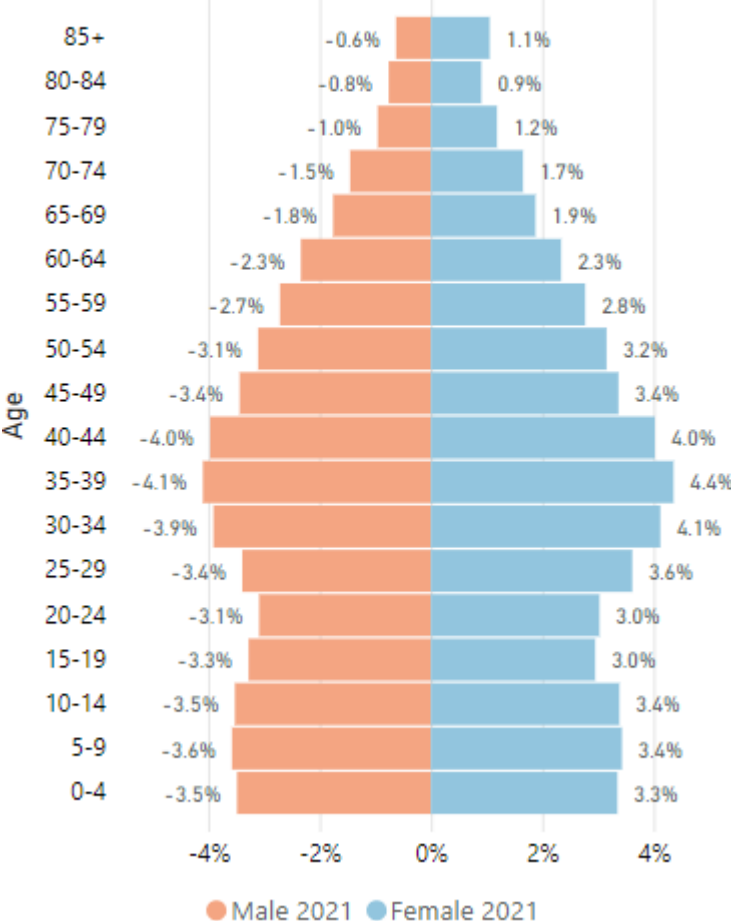
Is the service related to health, care, safety, welfare, wellbeing needs of an individual/family? If yes, provide details	No
Does the service work directly with 'vulnerable people' or groups with a 'protected characteristic'? If yes, provide details	No
<p>Epping Forest is designated a Site of Special Scientific Interest (SSSI) and a portion is designated as a Special Area of Conservation (SAC). SACs are internationally important areas given special protection under the <u>Habitats and Conservation of Species Regulations 2017</u>. London Borough of Redbridge is a Competent Authority under this piece of legislation and so has a duty to ensure that planning application decisions do not result in adverse effects on the integrity of the Epping Forest SAC.</p> <p>London Borough of Redbridge falls within the 0-6.2km recreational Zone of Influence of Epping Forest SAC and so is required to collect financial planning obligations for Suitable Alternative Natural Greenspace (SANGs) and Strategic Access Management Measures (SAMMs) actions to mitigate the harmful impacts by visitors to Epping Forest SAC.</p> <p>The purpose of SANGs is to divert visitors away from Epping Forest SAC by improving access to & within green spaces within Redbridge. The Natural Greenspace Improvement Strategy outlines specific Suitable Alternative Natural Greenspace (SANGs) measures in four green spaces in Redbridge which are designed to improve accessibility into and through the green spaces of Roding Valley, Claybury Park, Hainault Forest Country Park and Fairlop Waters.</p> <p>The Council applies the Polluter Pays Principle whereby developers of all new residential developments will be required to mitigate against impacts to Epping Forest SAC by paying for both SAMMs and SANGs. The Council is already collecting SAMMs payments on all new qualifying residential developments. For major developments over 100 units, the Council agrees bespoke SANGs project/package of measures with agreement of Natural England. This is in accordance with the Council's Planning Obligations SPD.</p> <p>Natural England advised the Council in 2022, that SANGs applies to all new qualifying residential development, not just major developments. This means that all new residential development will need to make a SANGs financial contribution. The NGIS introduces a new SANGs tariff or charge the all new residential developments. This includes Council housing developments and Regeneration housing developments.</p>	

2. Service User/ Resident Profiling

The 2021 Census data revealed there was an 11% increase in the overall population of Redbridge (310,260) compared to 2011 (278,970). This equated to 31,290 additional residents. This was the 8th largest increase amongst London boroughs. The highest increase has been in the age bands 35-44 since 2011. There has also been an increase in people aged 65 years and over.

11.94% of census respondents stated they were disabled. The largest ethnicity group is the Asian, Asian British or Asian Welsh category. The most common religion followed in Redbridge is now Islam. The gender ratio in Redbridge is 98 male residents per 100 female residents. The majority (88.05%) of residents identified as straight/heterosexual.

There are no specific negative impacts on any age group relating to the Natural Greenspace Improvement Strategy. The measures in the NGIS are designed to make it easier and more accessible for all to access 4 green spaces in the borough.

Profile:	Are any groups disproportionately impacted by the changes (who, how and why)?																																																									
<p>Age profile:</p>	<p>The 2021 census data as displayed in the population pyramid below reveals that the largest age group in the borough are between 30-44 years who account for 24.4% of the total population. 12% of the population are aged 65 years and over.</p> <p style="text-align: center;">2021 Population Pyramid for Redbridge :- (negative values indicate males)</p>  <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th>Age</th> <th>Male 2021 (%)</th> <th>Female 2021 (%)</th> </tr> </thead> <tbody> <tr><td>85+</td><td>-0.6%</td><td>1.1%</td></tr> <tr><td>80-84</td><td>-0.8%</td><td>0.9%</td></tr> <tr><td>75-79</td><td>-1.0%</td><td>1.2%</td></tr> <tr><td>70-74</td><td>-1.5%</td><td>1.7%</td></tr> <tr><td>65-69</td><td>-1.8%</td><td>1.9%</td></tr> <tr><td>60-64</td><td>-2.3%</td><td>2.3%</td></tr> <tr><td>55-59</td><td>-2.7%</td><td>2.8%</td></tr> <tr><td>50-54</td><td>-3.1%</td><td>3.2%</td></tr> <tr><td>45-49</td><td>-3.4%</td><td>3.4%</td></tr> <tr><td>40-44</td><td>-4.0%</td><td>4.0%</td></tr> <tr><td>35-39</td><td>-4.1%</td><td>4.4%</td></tr> <tr><td>30-34</td><td>-3.9%</td><td>4.1%</td></tr> <tr><td>25-29</td><td>-3.4%</td><td>3.6%</td></tr> <tr><td>20-24</td><td>-3.1%</td><td>3.0%</td></tr> <tr><td>15-19</td><td>-3.3%</td><td>3.0%</td></tr> <tr><td>10-14</td><td>-3.5%</td><td>3.4%</td></tr> <tr><td>5-9</td><td>-3.6%</td><td>3.4%</td></tr> <tr><td>0-4</td><td>-3.5%</td><td>3.3%</td></tr> </tbody> </table> <p style="text-align: center;">● Male 2021 ● Female 2021</p> <p>There are no specific negative impacts on any age group relating to the Natural Greenspace Improvement Strategy. The measures in the NGIS are designed to make it easier and more accessible for all to access 4 green spaces in the borough.</p>	Age	Male 2021 (%)	Female 2021 (%)	85+	-0.6%	1.1%	80-84	-0.8%	0.9%	75-79	-1.0%	1.2%	70-74	-1.5%	1.7%	65-69	-1.8%	1.9%	60-64	-2.3%	2.3%	55-59	-2.7%	2.8%	50-54	-3.1%	3.2%	45-49	-3.4%	3.4%	40-44	-4.0%	4.0%	35-39	-4.1%	4.4%	30-34	-3.9%	4.1%	25-29	-3.4%	3.6%	20-24	-3.1%	3.0%	15-19	-3.3%	3.0%	10-14	-3.5%	3.4%	5-9	-3.6%	3.4%	0-4	-3.5%	3.3%
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<p>Disability profile:</p>	<p>According to the 2021 census data analysis, when considering all categories, Redbridge has 88.07% of people as not disabled and 11.94% as disabled. Redbridge has seen a 15.73% decrease in the number of people who have “day-to-day activities limited a lot” between 2011-2021 censuses.</p> <p>The measures in the NGIS are designed to make it easier and more accessible for all (including wheelchair users) to access 4 green spaces in the borough. Measures include footpath enhancements and new signage.</p>																																																									
<p>Race profile:</p>	<p>According to the 2021 Census data analysis, there has been a 25.3% reduction on the English, Welsh, Scottish, Northern Irish or British group between 2011-2021. The Bangladeshi population has almost doubled from 2011 to 2021 with an increase of 99.2%. The Pakistani population has increased by 41.7%. The Asian, Asian British or Asian Welsh group has</p>																																																									

increased to 26%.

Ethnicity - Group	2011	2021	Change
Asian	41.76%	47.31%	26.0%
Bangladeshi	5.74%	10.28%	99.2%
Chinese	1.08%	0.94%	-2.5%
Indian	16.37%	16.50%	12.1%
Other	7.45%	5.42%	-19.0%
Pakistani	11.13%	14.17%	41.7%
Black	8.91%	8.43%	5.3%
African	4.43%	4.71%	18.2%
Caribbean	3.25%	2.73%	-6.4%
Other	1.23%	0.99%	-10.6%
Mixed	4.11%	4.10%	11.1%
Other	1.19%	1.39%	30.0%
White and Asian	1.17%	1.15%	9.7%
White and Black African	0.61%	0.55%	1.3%
White and Black Caribbean	1.15%	1.01%	-1.8%
Other	2.70%	5.35%	121.0%
Any other	2.14%	4.63%	40.6%
Arab	0.56%	0.73%	45.5%
White	42.53%	34.80%	-9.0%
British	34.50%	23.16%	-25.3%
Gypsy/Irish Traveller	0.05%	0.06%	31.4%
Irish	1.40%	1.00%	-20.5%
Other	6.58%	10.24%	73.1%
Roma		0.35%	0.0%
Total	100.00%	100.00%	11.3%

The measures in the NGIS are designed to make it easier and more accessible for all to access 4 green spaces in the borough. Measures include footpath enhancements and new signage. Census data has revealed that there has been an increase in the number of people with their main language not being English.

Signage will be written in English, however, there may be opportunities to use pictures/ iconography and/or other methods to address language barriers in signage. This will be investigated and developed when designing closer to the time for implementation.

Religion or belief profile:

The 2021 census results show that the two largest religions/beliefs followed in Redbridge are Islam and Christianity. No religion is the third largest group in the population of Redbridge. There has been a significant change in the population stating they are Muslim (49.3% increase since the 2011 census).

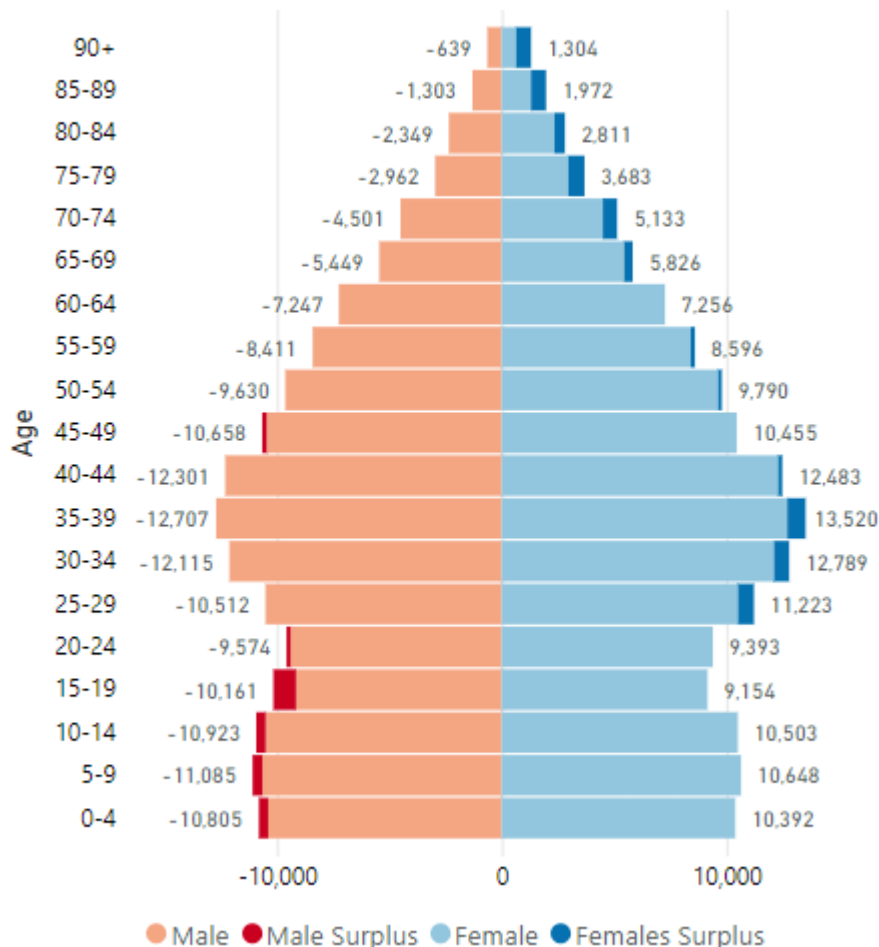
Religion	2011 - %	2021 - %	Change 2011 - 2021
Muslim	23.30%	31.29%	49.32%
Christian	36.83%	30.45%	-8.06%
No religion	11.00%	12.57%	27.07%
Hindu	11.36%	11.07%	8.37%
Not answered	6.47%	5.69%	-2.16%
Sikh	6.23%	5.68%	1.37%
Jewish	3.66%	2.07%	-37.03%
Other religion	0.48%	0.65%	49.78%
Buddhist	0.66%	0.51%	-13.26%

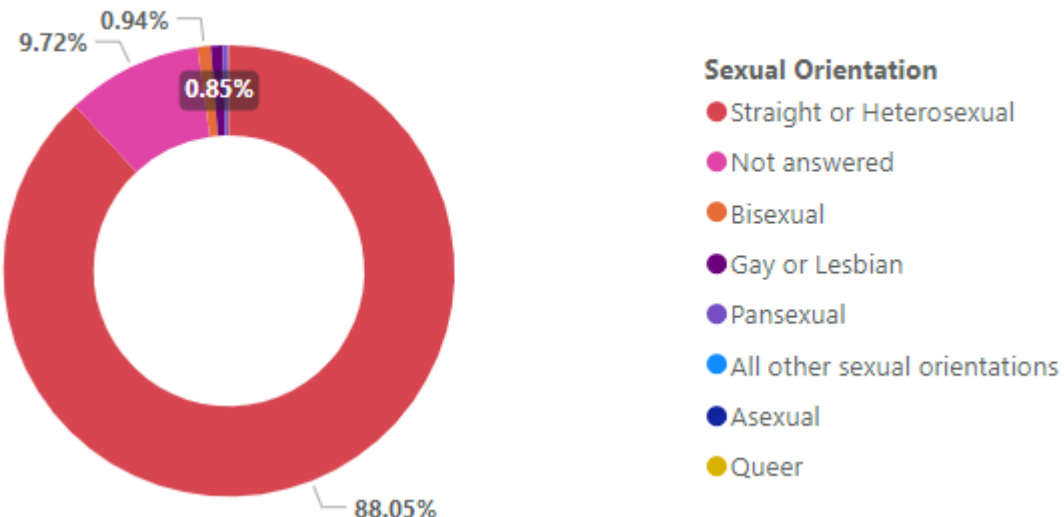
There are no specific negative impacts on any religious group relating to the Natural Greenspace Improvement Strategy. The measures in the NGIS are designed to make it easier and more accessible for all to access 4 green spaces in the borough.

Gender profile:

The 2021 census data analysis reveals that the gender ratio in Redbridge is 98 male residents per 100 female residents. There are a higher number of males up to 24 years of age with all proceeding ages showing a surplus of females (except 45-49 years).

Redbridge population by sex and five-year age band



	<p>There are no specific negative impacts on gender groups relating to the Natural Greenspace Improvement Strategy. The measures in the NGIS are designed to make it easier and more accessible for all to access 4 green spaces in the borough.</p>																		
<p>Maternity or pregnancy:</p>	<p>There are no specific negative impacts on those who have maternity/pregnancy status relating to the Natural Greenspace Improvement Strategy. The measures in the NGIS are designed to make it easier and more accessible for all to access 4 green spaces in the borough.</p>																		
<p>Transgender profile:</p>	<p>There are no specific negative impacts on the transgender population relating to the Natural Greenspace Improvement Strategy. The measures in the NGIS are designed to make it easier and more accessible for all to access 4 green spaces in the borough.</p>																		
<p>Sexual Orientation profile:</p>	<p>There are no specific negative impacts on any group relating to the Natural Greenspace Improvement Strategy. The measures in the NGIS are designed to make it easier and more accessible for all to access 4 green spaces in the borough.</p> <p>16 and over : Sexual orientation London borough of Redbridge</p>  <table border="1"> <caption>Sexual Orientation Distribution (16 and over)</caption> <thead> <tr> <th>Sexual Orientation</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Straight or Heterosexual</td> <td>88.05%</td> </tr> <tr> <td>Not answered</td> <td>9.72%</td> </tr> <tr> <td>Bisexual</td> <td>0.94%</td> </tr> <tr> <td>Gay or Lesbian</td> <td>0.85%</td> </tr> <tr> <td>Pansexual</td> <td></td> </tr> <tr> <td>All other sexual orientations</td> <td></td> </tr> <tr> <td>Asexual</td> <td></td> </tr> <tr> <td>Queer</td> <td></td> </tr> </tbody> </table>	Sexual Orientation	Percentage	Straight or Heterosexual	88.05%	Not answered	9.72%	Bisexual	0.94%	Gay or Lesbian	0.85%	Pansexual		All other sexual orientations		Asexual		Queer	
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<p>Marriage or Civil Partnership:</p>	<p>There are no specific negative impacts on any group relating to the Natural Greenspace Improvement Strategy. The measures in the NGIS are designed to make it easier and more accessible for all to access 4 green spaces in the borough.</p>																		
<p>Socio-economics/ at risk groups profile:</p>	<p>There are no specific negative impacts on any group relating to the Natural Greenspace Improvement Strategy. The measures in the NGIS are designed to make it easier and more accessible for all to access 4 green spaces in the borough.</p> <p>However, for developers of new residential units, the strategy introduces a new SANGs charge which must be paid in order to mitigate against the harmful impacts of visitors to Epping Forest SAC to comply with legislation. This is an additional cost to creating new residential dwellings, however this is a small payment when compared with total build costs.</p>																		

3. Safeguarding Vulnerable People

The Care Act 2014 sets out a clear legal framework for how local authorities and other parts of the system should protect adults at risk of abuse or neglect

- For children and young people - Does the proposal comply with section 11 of the Care Act 2014 which requires us to ensure that any services we deliver or contract out to others, are discharged having regard to the need to safeguard and promote the welfare of children? **N/A**
- For vulnerable adults - Does the proposal comply with the Care Act 2014 which requires us to ensure that any services we deliver or contract out to others, are discharged having regard to the need to safeguard vulnerable adults? **N/A**

Additional information

If you have provided a positive answer to this question, please provide any additional details here.

N/A

4. Impact on Children

As part of our aspiration to become a Unicef Child Friendly borough, services are encouraged to integrate children's rights into everything they commission or deliver. Unicef UK's seven principles of a child rights based approach have been designed to drive change— influencing thinking, planning and practice, as well as organisational culture. The seven principles are:

- Dignity - children are respected and treated with dignity
- Best interests of the child - children are a top priority in all decisions and actions that affect children and young people
- Non-discrimination - children have an equal chance to access opportunities, support and information no matter their age, gender, background or beliefs
- Life, survival and development - children have a right to life and each child and young person should enjoy the same opportunities to flourish as to be safe, healthy, grow and develop; physically, emotionally, socially, spiritually and educationally
- Participation - children are supported to share their views and influence decisions that affect them
- Interdependence and indivisibility - children enjoy all of their rights, all of the time as all rights are equally important
- Transparency and accountability - children have an open dialogue and strong relationships with professionals and elected members

Does your proposal impact or infringe on any of these principles and rights?

The Natural Greenspace Improvement Strategy measures are designed to make it easier and more accessible for everyone to access 4 green spaces in the borough. In relation to the child rights principles, improving access to and throughout the 4 green spaces will mean children can use these safer spaces to exercise, play, grow, develop and nurture their emotional wellbeing.

5. Summary Grid

After reviewing the above information in the profiling section indicate likely impact on different groups in the grid below using the following definitions as a guide:

- **Positive** - Service extended, additional funding given or some other benefit to one or more of the groups
- **Neutral** – changes to service will not have a visible impact, positive or negative.
- **Low Adverse** - Minor changes to services e.g. slight change in opening hours – complete mitigating action section where actions can reduce or remove negative impact
- **Medium Adverse** - Significant changes to the way services are delivered – new eligibility criteria, increased costs. Full EQIA is required to manage the change
- **High Adverse** - vulnerable groups, groups with specific protected characteristics impacted more than others. Major changes e.g. possible closure of service, new eligibility criteria leading to some people losing existing services, significant cost increase.

Possible impact on Service Users/ Residents	<u>Positive</u>	<u>Neutral</u>	<u>Low Adverse</u>	<u>Medium Adverse</u>	<u>High Adverse</u>
Age	X				
Disabled People or Carers	X				
Race	X				
Religion (including no faith)	X				
Gender	X				
Maternity or pregnancy	X				
Transgender	X				
Sexual Orientation	X				
Marriage or Civil Partnership	X				
Other [e.g. living in poverty, children in care, homeless, carers, refugees]	X				

6. Screening Decision

- Positive or Neutral Impact** – No further action required
- Low Impact** – complete Mitigating Negative Impact (section 5) below
- Medium or Adverse Impact** – complete a full Equality Impact Assessment (EQIA)

Additional information

Provide any additional details that supports the screening decision

n/a

7. Mitigating Negative Impact

Where groups are disproportionately affected please outline other options explored before deciding on this proposal:

n/a

Mitigating Actions

What activities have you done or plan to do to try and mitigate impact on particular groups e.g. signposting service users to other services, partnership working etc. Include dates for planned/ completed mitigating action plans and Lead Officer. The plan must provide detail on the activities and dates for it to ensure compliance with the Public Sector Equality Duty

Action	Anticipated Outcome	Lead	Deadline	Actual Outcome	Comments

8. Next Steps

Is a full Equality Impact Assessment required?
[If yes the template and guidance can be found here.](#)

No

If a full EQIA is **not** required, you are still legally required to monitor and review the proposed changes after implementation to check they work as planned and to screen for unexpected equality impacts. Please provide details of how you will monitor, evaluate or review your proposals and when the review will take place

A survey may be undertaken by the Council prior to and post-implementation stages of the specific measures. This will monitor equality impacts.

The Natural Greenspace Improvement Strategy will be reviewed at least every 5 years. Equalities surveys may be undertaken to assess the impacts of measures implemented. Changes to the strategy can be made following the evaluation of EQIA surveys.

Has a Mitigating Actions Plan been prepared?
How is this proposed to be monitored?

No, however this may be prepared if and when required

Has the screening been included with Cabinet papers?
[Summarise the findings of this screening in the](#)

Yes

Fairness section of the Cabinet or Committee report	
Have arrangements been made to publish this screening?	Yes

Officers Involved in completing screening	
Officer completing Equality Screening	Sanaa Osmani
Date submitted	19/09/2023
Head of Service or Operational Director sign off	I agree with the content and outcome of this screening
Date approved by Head of Service or Operational Director	

This template can be found on the intranet here: <http://intranet/equality-impact-assessments/>