**SSA EQUALITY IMPACT AND NEEDS ANALYSIS**

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| **Directorate** | Environment |
| **Service Area** | Parks |
| **Service/policy/function being assessed** | Installation of new fitness equipment at Heathfield Recreation Ground |
| **Which borough (s) does the service/policy apply to** | Richmond upon Thames |
| **Staff involved** | Fenn Porter  Hugo Ross-Tatam  Yvonne Kelleher |
| **Date approved by Policy and Review Manager** | 17th October, 2018 |

**SUMMARY**

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| Richmond Council has a commitment to continually improve its parks and open spaces. Following a successful funding application through the London Marathon Charitable Trust the Parks Team are proposing to upgrade the existing fitness gym equipment at Heathfield Recreation Ground. The upgrade will primarily focus on pieces of equipment that encourage healthy living and exercise amongst elderly users but will provide elements that can be used by all abilities. |

1. **Background**

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| The Council are proposing to install a selection of new and upgraded outdoor fitness equipment on Heathfield Recreation Ground. The new equipment will have a focus on pieces that are aimed at elderly users which help to aid mobility and co-ordination. Other pieces of equipment will be more traditional and aimed at benefiting those of all abilities and designed to increase strength and wellbeing.  This project has been championed due to our commitment to transform Heathfield Recreation Ground into a **Friendly Park for All**. Friendly Parks for All aim to make our parks and open spaces more user friendly, particularly for people who suffer from dementia. Joint working with the Dementia Action Alliance and other user groups, highlighted the importance that providing items such as seating at regular intervals, waymarkers on entry points to help identify the exit and entrance points of the park and exercise equipment help to improve the lives of dementia sufferers.  The funding from the London Marathon Trust will be used alongside match funding from the council towards the new gym. The new equipment will cater for users of all abilities but will have a focus on equipment that aids the mobility of older users.  This type of gym will be a borough first and will help those with dementia, as evidence shows leading a physically active life, even in the later stages of dementia, can have a significant impact on a person's wellbeing. |

1. **Analysis of need and impact**

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| **Protected group** | **Findings** |
| **Age** | **Population data**  The estimated population of Heathfield is 10,912, according to DataRich 2018. This is the 6th lowest of the 18 wards that make up the borough. The borough has a total population of 199,419. 26.1% of the population, 2,848 people, are ages between 0 – 19. Within the whole borough 49,057 people are within the same age bracket. 16.4% of the Heathfield population, 1,790 people, are aged 65 and over. The borough has 30,710 people within the same age bracket.  **Findings**  The proposed re-development will provide free, outdoor exercise equipment that will be suitable for all ages. This will encourage healthy living and exercise. The gym will include equipment that is specifically aimed at older people, whilst also having more conventional equipment. It will also serve as a community gathering spot, combatting the isolation and loneliness some seniors and young people experience. |
| **Disability** | **Population data**  **10, 313** is the number of all usual residents within Heathfield at the time of the 2011 census, which is when the most recent data regarding disability was collected. Using this data, it shows that 15.3% of Heathfield residents day to day activities are limited a little and a lot (8.5% and 6.8% respectively). This is the figure used by Public Health England (PHE) for long term health problems or disability. This figure is defined as health problems or disability that has lasted, or expected to last, at least 12 months.  15.3% of Heathfield residents reported to have long term health problems or disability. This statistic is higher than the borough figure, which was 11.5% in the 2011 census.  **Findings**  The proposed re-development will prove beneficial this demographic of residents by providing a gym that is free to use. It will aid physical fitness and mental health, with minimal financial impact. It will also be beneficial to the wider population for the same reasons. |
| **Gender** | **Population data**  48.6% of the Heathfield Ward population is male and 51.4% is female. Which is the same as the rest of the borough 48.6 % Male and 51.4% Female.  **Findings**  No specific issues raised |
| **Ethnicity** | **Population data**  16.1% of the ward population identify as BME as compared to the borough average of 14%.  **Findings**  No specific issues raised |
| **Religion of belief** | **Population data**  66.8% of the population has religion: 58.9% Christian, 0.8% Buddhist, 0.2% Sikh, 4.1% Muslim, 1.4% Jewish, 1.1% Hindu, 9.3% not stated and 23.9% has no religion.  **Findings**  No specific issues raised |
| **Gender reassignment** | **Population data**  Data not collected in census  **Findings**  No specific issues raised |
| **Marriage and civil partnership** | **Population data**  49.1% of the ward are marital and civil partnership status, compared to 47.3% of registered couples across the borough.  **Findings**  No specific issues raised |
| **Sexual orientation** | **Population data**  Data not collected in Census  **Findings**  No specific issues raised |

1. **Impact**

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| **Protected group** | **Positive** | **Negative** |
| **Age** | [The park will include low-impact exercise equipment such as elliptical machines, static bikes and body flexors that are intended to help promote balance and flexibility](http://www.governing.com/generations/government-management/gov-senior-playgrounds-popping-up.html).  It will also serve as a community gathering spot, combatting the isolation and loneliness some seniors and young people experience. | Currently no negative impacts have been identified however the Council will be going out to public consultation and any negative comments will be added to this document. |
| **Disability** | The proposals will include the provision of disability approved equipment.  There will be equipment specifically designed to help aid mobility and co-ordination. | Currently no negative impacts have been identified however the Council will be going out to public consultation and any negative comments will be added to this document. |
| **Gender** | As set out in the age section | Currently no negative impacts have been identified however the Council will be going out to public consultation and any negative comments will be added to this document. |
| **Ethnicity** | As set out in the age section | No specific negative impact identified |
| **Religion of belief** | As set out in the age section | Currently no negative impacts have been identified however the Council will be going out to public consultation and any negative comments will be added to this document. |
| **Gender reassignment** | As set out in the age section | No specific negative impact identified |
| **Marriage and civil partnership** | As set out in the age section | No specific negative impact identified |
| **Pregnancy and maternity** | Equipment will be low impact, user friendly for all abilities. So, there would be appropriate equipment available. | No specific negative impact identified |
| **Sexual orientation** | As set out in the age section | No specific negative impact identified |

1. **Actions**

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| **Action** | **Lead Officer** | **Deadline** |
| To carry out a public consultation to garner public opinion on the proposed improvements to the fitness gym and to request recommendations or feedback from respondents.  The EINA will be updated with any equality considerations raised by residents.  Any concerns raised by residents will be addressed. | Hugo Ross-Tatam | October 2018 |
| Dependent on the outcome of the public consultation a decision will be made on whether re-development works are to go ahead. | Hugo Ross-Tatam | November 2018 |

1. **Consultation. (optional section– as appropriate)**

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| A public consultation is to be undertaken from the 17th of October until the 14th of November to garner public opinion on the proposal. |