

BSP EQUALITY IMPACT AND NEEDS ANALYSIS (EINA)

Directorate	Environment and Community Services
Service Area	Culture and Leisure
Service/policy/function being assessed	Draft Events Policy for the borough's parks, commons, and open spaces
Which borough (s) does the service/policy apply to	Richmond
Staff involved in developing this EINA	Thorsten Dreyer, Interim Head of Arts, Parks and Events Matthew Eady, Director of Culture and Leisure
Date approved by Directorate Equality Group (if applicable)	Not applicable
Date approved by Policy and Review Manager	17 March 2025
Date submitted to Directors' Board	This is a draft EINA to accompany the draft policy. The final EINA will be submitted with the final policy later in the year when the final policy returns to committee for adoption following consultation.

1. Summary

Background

This draft EINA accompanies the draft events in parks, open space and commons policy. The draft policy is presented to committee, seeking approval to consult on the proposed policy. In line with good practice, the EINA will be updated following the consultation period. As consultation is yet to take place, some sections of this EINA will be completed later.

Richmond Council adopted a policy for events in parks, open spaces and commons in 2012. A review of the 2012 policy has been carried out to ensure:

- the policy meets the changing needs and aspirations of Richmond's communities;
- the policy supports the council's ambitions for a green, safe and fair borough;
- the Council secures continuous improvement in the way it manages events in parks, commons and open spaces, in line with the Best Value Duty.

The draft policy aims to:

- Ensure events in parks, commons and open spaces contribute to making Richmond a green, safe and fair place.
- Establish a diverse and varied events programme across the borough.
- Encourage events that have strong community benefit and engagement and increase accessibility.
- Ensure good practice and legal compliance in all aspects of event management.
- Ensure that the number of events is permitted is sustainable.

- Ensure that event design, location and management minimise the disruption to users and the local area, with public safety being a priority.
- Minimise, mitigate, and manage the impact on the environment and wildlife in our parks, commons and open spaces and surrounding areas.
- Ensure meaningful engagement and communication with key stakeholders.
- Maximise opportunities to generate income to invest in culture, arts, and events.

Proposed policy changes

Appendix 1 to the committee report sets out the wording of the 2012 policy (where applicable), the proposed wording of the 2025 policy, as well as the rationale for the changes proposed. The changes can be grouped as follows:

Enabling access to events while managing and mitigating impacts

- Event size
 - Set clear size limits for audience and participant capacity and clarify how the maximum capacity or event size is determined for different events types, including towpath events.
 - The current policy only has three different event sizes while the new one has four, allowing for a more refined approach to the impacts of larger events. The current policy doesn't clarify how towpath events are assessed in scale and impact.
- Event frequency
 - To set clear limits on how many events of different sizes can take place on sites over specified periods.
 - To set out how physical activity and sporting events will be considered within those limits.
 - The current policy does not set limits on the number of events that can take place.
 - The revised policy gives a clear framework within which event applications can be considered.
- Weekend events
 - Specify that weekend events must be open to the general public (including through ticket purchasing).
 - Clarify that on weekends, events closed to the general public may take place in areas of a park that are not normally open to the general public.
 - The current policy does not set parameters for the nature and type of events that can take place on weekends.
- Noise control
 - To update the wording to ensure that noise control is carried out in line with industry best practice and in line with the licensing objectives of the Licensing Act 2003.
 - To clarify that noise impacts on other site users must also be minimised – alongside the impact on the surrounding area.
 - The current policy content is more focused on what happens in cases of non-compliance with noise control. Non-compliance is covered in the terms and conditions of hire as well as managed through statutory enforcement.
- Event finish times
 - To set a clear curfew of 10pm unless otherwise agreed through a licensing application.

- To set a process for exceptions to the 10pm curfew in special circumstances, such as state events, high profile sports screening, all-night physical activity events, New Year's Eve.
- The current policy does not set a standard curfew on events.
- Licensing permissions
 - To simplify the wording that clarifies that permission to use the park does not automatically grant permission for licensable activities. The licensing or temporary event notice processes continue to apply.
 - The current policy has similar wording but extends into detail that can be contained in guidance.
- Ecology and biodiversity
 - To clarify that events may not take place on or adjacent to areas of ecological importance within sites while retaining strong general protections of ecology and biodiversity.
 - The current policy contains general protections only but does not specify that certain areas within parks, open spaces or commons will not be used for events.
- Grass areas
 - Permit the use of grass areas all year but require that the use of grass areas between 30 September and 1 April is subject to careful case-by-case assessment. Retain the wording of the existing policy.
 - The current policy does not place specific requirements on the use of grass areas over autumn and winter.
- Trees
 - No change is proposed to this policy wording. The impact on trees will continue to be assessed on a case-by-case basis.
- Sustainability
 - Introduce an overarching requirement for events to be as sustainable as possible. This provides a policy that will be expanded on in the terms and conditions of hire which are updated regularly to reflect changes in best practice for sustainable event management
 - The current policy has separate sections on traffic management and parking, protection of sites, ground protection, and waste management. However, it does not include other aspects such as carbon reduction and air equality.
- Changes to the policy
 - Delegate authority to make non-material changes to the policy to officers in consultation with the relevant committee chair. This could include changing reference to legislation as new legislation is passed or updating reference to best practice documents as newer best practice standards are released. Officers would not be permitted to change parameters such as event frequency or audience size limits. Such changes would continue to be committee decisions, following consultation.
 - The current policy does not include a statement on how changes to the policy can be made.
- Scope of the policy
 - Provide clarity when the policy applies and when other policies or processes apply.
 - This approach already applies in practice but is not clearly stated in the policy.
- Definition of an event
 - Provide clarity what is considered and event.
 - This approach already applies in practice but is not clearly stated in the policy.

Engaging stakeholders

- Stakeholder consultation, engagement and communication
 - Introduce a new process for engagement as set out in detail in Appendix 1. The process varies depending on the event size. The proposed process widens engagement beyond Friends groups or management advisory committees to the wider community around an event site. The new process is aimed at securing continuous improvement in event management and providing channels for providing feedback.
 - The current policy does not set out the purpose of engagement and limits engagement to specified stakeholder groups.

Securing social benefits

- Social value
 - Require commercial event organisers to provide social value in line with the council's social value framework.
 - The current policy does not include such a requirement.
- Inclusive ticket offer
 - Require organisers of ticketed events to provide an inclusive ticket offer.
 - The current policy does not include such a requirement.

Summary of impact

Participation in arts and cultural activity has health, wellbeing, cohesion, and social benefits. Similarly, physical activity also contributes positively to these factors. The policy changes seek to maximise access to cultural events and activities while minimising the impact on people's ability to use parks, open spaces and commons for recreation and physical activity.

The analysis has identified the potential positive impact on groups that are currently engaging with the arts less. It has also identified that temporary loss of access to spaces could impact those who have lower physical activity levels. This can be mitigated through careful event planning and scheduling. The analysis has further identified that all groups will benefit from a wider approach to engagement about events, with a particular emphasis on channels to hear all voices. The analysis also identifies the positive impact of embedding the council's social value and inclusive ticketing approaches within the revised policy.

2. Evidence gathering and engagement

Evidence	Source
Adult physical engagement with the arts in the previous 12 months	<u>Participation Survey 2023–24 annual publication, DCMS, 2024</u>
Young people's engagement in selected cultural activities	<u>Youth Survey Pilot, DCMS, 2024</u>
Physical activity levels	<u>Active Lives Adults Survey, Sport England, November 2022-2023</u> <u>Active Lives Children and Young People Survey, Sport England, 2023/24 academic year</u>
Benefits of physical activity	<u>Physical activity guidelines: UK Chief Medical Officers' report</u>
Benefits of cultural and arts engagement	<u>Research outputs from the DCMS Culture and Heritage Capital programme</u>

The proposed draft policy presented to committee is a consultation draft. This section will be updated with additional information during and following the consultation. The consultation will follow organisational good practice for inclusion and hearing different voices.

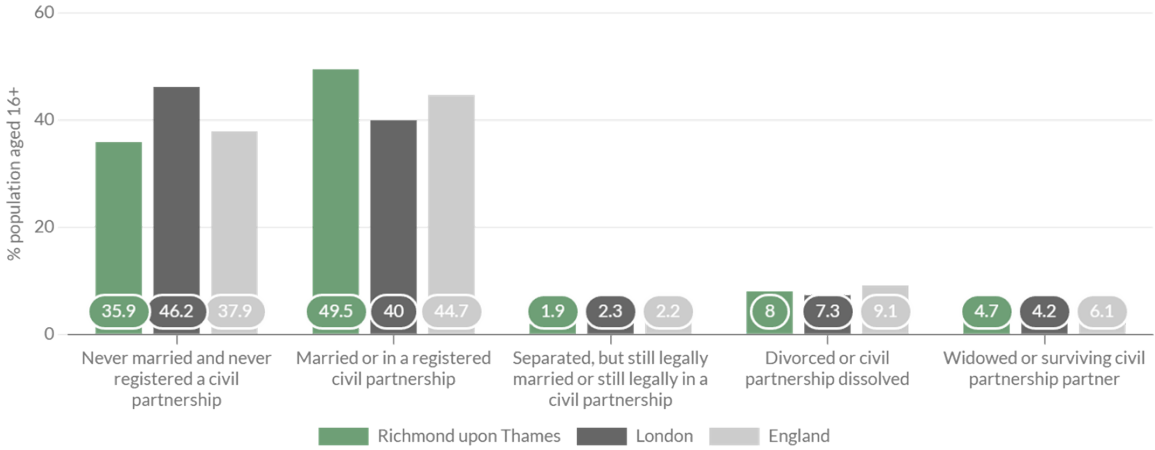
Individuals/Groups	Consultation/Engagement results	Date	What changed as a result of the consultation

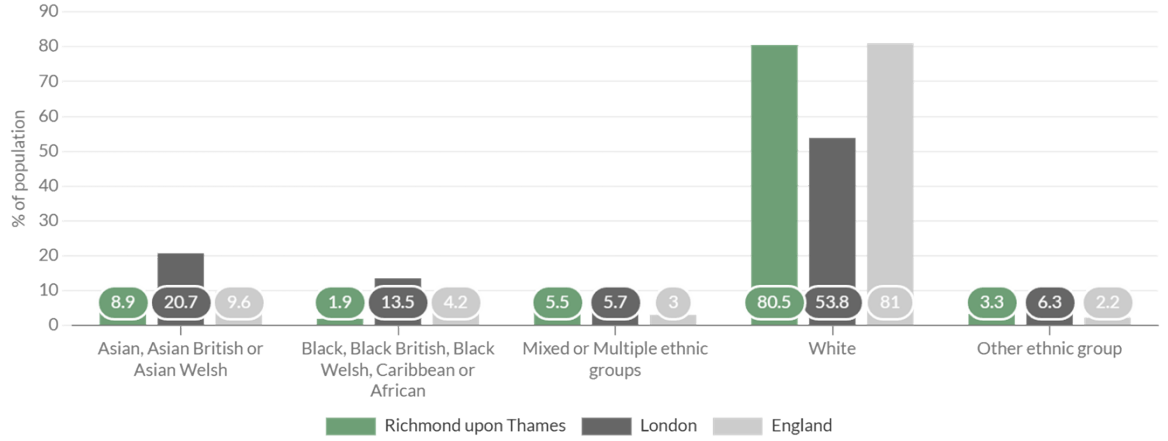
3. Analysis of need

Participation in arts and cultural activity as well as physical activity have health, wellbeing, cohesion, and social benefits. Events in parks can temporarily disrupt the use of sites for physical activity. The needs analysis therefore focuses on these two dimensions.

Protected group	Findings
Age	<p>The Richmond population age profile according to the Census 2021 is shown in the chart below.</p> <p>The chart is a population pyramid with age groups on the vertical axis (Age 0-4 to Age 90+) and percentage of population on the horizontal axis (0 to 9% on both sides). It compares Richmond upon Thames (green bars) and England (black diamonds) for both males (left side) and females (right side). Richmond has a higher percentage of the population in the 40-49 age group (approx. 8.5% for males, 8.8% for females) compared to England. Conversely, England has a higher percentage in the 70-74 age group (approx. 5.5% for males, 5.2% for females) compared to Richmond. The overall shape is similar, with a peak in the 40-49 age group and a tapering off in the youngest and oldest age groups.</p> <p>According to the Participation Survey 96% of adults in Richmond physically engaged with the arts in the last 12 months, either as an active participant or an attendee. This compares favourably with London (90%) and England (90%). Granular demographic participation data is only available at national level. National data</p>

	<p>shows that physical engagement is slightly lower than the national average for adults in the oldest age group (85+).</p> <p>There is only limited data on children and young people’s engagement in arts and cultural activity. In 2024, DCMS published a Youth Pilot Survey covering a range of activities within the department’s remit. Data is only available at national level. All young people were asked how frequently, if at all, they had taken part in various activities. Six of the activities had been done by a majority (i.e. more than 50%) of young people in the last 12 months. The most widespread activities were playing video games (88%), going to the cinema (87%) and visiting historic places (70%). The least widespread activities were watching live dance events (24%), live music events (41%), using a library (43%) and going to see live sport (46%). 67% had painted, drawn, made prints or sculptures, 57% had gone to a museum or gallery, and 50% had gone to the theatre.</p> <p>According to the Active Lives Adults Survey November 2022- 2023, 73.8% of adults in Richmond were physically active. This was the highest in London and significantly above the national average for England (63.4%). Granular demographic physical activity data is only available at national level. Physical activity is highest in younger people aged 16 to 34 (70.1%) and lowest in the oldest age band 75% (42.8%).</p> <p>According to the Active Lives Children and Young People Survey 2023/24, 62.1% of children and young people were physically active. This is above the London (47.3%) and England (47.8%) averages and makes Richmond the most active place in London for children and young people.</p>
Disability	<p>Data from Census 2021 indicate that 87.1% of the Richmond population consider they are not disabled while 12.9% of the population has a disability that affects their day-to-day activities a little or a lot.</p> <p>National data shows that physical engagement with the arts is broadly in line with the national average for disabled individuals (89%) and non-disabled individuals (92%).</p> <p>Granular demographic physical activity data is only available at national level. Physical activity is lower in adults with a long-term health condition or disability (48%) compared to those without (69%).</p>
Sex	<p>In the Census 2021, 51.9% of the Richmond population stated their sex as female and 48.1% as male.</p> <p>National data shows that physical engagement with the arts is broadly in line with the national average for those who declared their sex as male (89%) and those who declared their sex as female (92%). It is significantly lower for those who did not declare their sex (77%).</p> <p>Granular demographic physical activity data is only available at national level. Men (66%) are more likely to be active than women (61%) and those who describe themselves in another way (61%).</p>

<p>Gender reassignment</p>	<p>Census 2021 introduced a voluntary question on gender identity. In Richmond, 93.98% of those 16 years or older said their gender identity was the same as the sex assigned at birth, 0.39% stated it differed, and 5.63% did not answer the question.</p> <p>National data shows that physical engagement with the arts is broadly in line with the national average for those whose gender identity is the same as the sex assigned at birth (91%) and those whose gender identity differs to the sex assigned at birth (90%). It is significantly lower for those who did not declare their gender identity (74%).</p> <p>Physical activity data is not specifically available for this protected characteristic.</p>																								
<p>Marriage and civil partnership</p>	<p>The chart below shows how individuals in Richmond described their marital status or living arrangements in the Census 2021.</p>  <table border="1"> <caption>Marital Status or Living Arrangements in Richmond upon Thames, London, and England</caption> <thead> <tr> <th>Marital Status</th> <th>Richmond upon Thames (%)</th> <th>London (%)</th> <th>England (%)</th> </tr> </thead> <tbody> <tr> <td>Never married and never registered a civil partnership</td> <td>35.9</td> <td>46.2</td> <td>37.9</td> </tr> <tr> <td>Married or in a registered civil partnership</td> <td>49.5</td> <td>40</td> <td>44.7</td> </tr> <tr> <td>Separated, but still legally married or still legally in a civil partnership</td> <td>1.9</td> <td>2.3</td> <td>2.2</td> </tr> <tr> <td>Divorced or civil partnership dissolved</td> <td>8</td> <td>7.3</td> <td>9.1</td> </tr> <tr> <td>Widowed or surviving civil partnership partner</td> <td>4.7</td> <td>4.2</td> <td>6.1</td> </tr> </tbody> </table> <p>The Participation Survey does not provide data for physical engagement with the arts for those who are in a marriage or civil partnership. It provides data for those who live in a household as a couple (91%) and those who don't (90%). Both are in line with the national average.</p> <p>Physical activity data is not specifically available for this protected characteristic.</p>	Marital Status	Richmond upon Thames (%)	London (%)	England (%)	Never married and never registered a civil partnership	35.9	46.2	37.9	Married or in a registered civil partnership	49.5	40	44.7	Separated, but still legally married or still legally in a civil partnership	1.9	2.3	2.2	Divorced or civil partnership dissolved	8	7.3	9.1	Widowed or surviving civil partnership partner	4.7	4.2	6.1
Marital Status	Richmond upon Thames (%)	London (%)	England (%)																						
Never married and never registered a civil partnership	35.9	46.2	37.9																						
Married or in a registered civil partnership	49.5	40	44.7																						
Separated, but still legally married or still legally in a civil partnership	1.9	2.3	2.2																						
Divorced or civil partnership dissolved	8	7.3	9.1																						
Widowed or surviving civil partnership partner	4.7	4.2	6.1																						
<p>Pregnancy and maternity</p>	<p>According to the Participation Survey 96% of adults in Richmond physically engaged with the arts in the last 12 months, either as an active participant or an attendee. This compares favourably with London (90%) and England (90%). The Participation Survey does not provide engagement data in relation to this protected characteristic.</p> <p>Physical activity data is not specifically available for this protected characteristic.</p>																								
<p>Race/ethnicity</p>	<p>The chart below shows how individuals in Richmond described their ethnic background in the 2021 Census.</p>																								

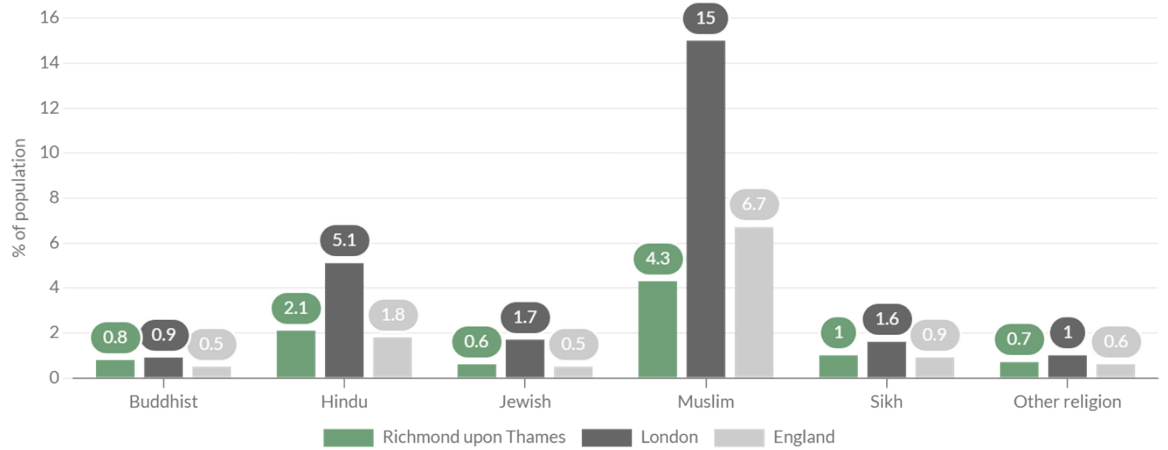


National data shows that physical engagement with the arts varies significantly between groups. Participation rates are: Asian/Asian British (82%), Black/African/Caribbean/Black British (85%), Mixed/Multiple ethnic groups (91%), Other ethnic group (84%), White (92%).

Granular demographic physical activity data is only available at national level. There are differences in adult activity levels based on ethnic background: Mixed (71%), White other (67%), White British (65%), Other ethnic groups (58%), Chinese (57%), Black (55%), Asian (excluding Chinese) (55%).

Religion and belief, including non belief

In the Census 2021, 45% of the Richmond population described their religion as Christian. 38% stated they followed no religion, and 7% did not answer the question. The chart below shows details for other faith groups.



National data shows that physical engagement with the arts varies significantly between groups. Participation rates are: Buddhist (90%), Christian (92%), Hindu (86%), Jewish (94%), Muslim (75%), Sikh (80%), Any other religion (94%), No religion (92%).

Physical activity data is not specifically available for this protected characteristic.

<p>Sexual orientation</p>	<p>Census 2021 introduced a voluntary question on sexual orientation. In Richmond, 89% of those 16 years or older described themselves as heterosexual, 1.9% as lesbian or gay, 1.2% as bisexual, 0.3% as another sexual orientation, and 7.6% did not answer the question.</p> <p>National data shows that those who identify as lesbian or gay (95%) and those who identify as bisexual (96%) have higher physical arts engagement rates than those who identify as heterosexual (91%) or other (90%).</p> <p>Granular demographic physical activity data is only available at national level. Gay men (71%), lesbian women (73%) and bisexual adults (70%) are all more likely to be active than heterosexual adults (64%) or those who describe their sexual orientation in another way (60%).</p>
<p>Across groups i.e older LGBT service users or Black, Asian & Minority Ethnic young men.</p>	<p>According to the Participation Survey 96% of adults in Richmond physically engaged with the arts in the last 12 months, either as an active participant or an attendee. This compares favourably with London (90%) and England (90%). Granular demographic participation data is only available at national level but does not include data on intersectionality.</p> <p>Physical activity data is not available in relation to intersectionality.</p>
<p>Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010) Include the following groups:</p> <ul style="list-style-type: none"> • Deprivation (measured by the 2019 English Indices of Deprivation) • Low-income groups & employment • Carers • Care experienced people • Single parents • Health inequalities 	<p>The Census 2021 provides deprivation data based on four dimensions - employment, education, health and disability and housing. The proportion of not deprived households in Richmond is 61%, making it the least deprived London borough. Local wards with the highest average ONS deprivation score align with the 2019 Indices of Deprivation (IMD) and are Heathfield, Hampton North, and Whitton. Wards with lowest ONS deprivation score were St Margaret’s & North Twickenham, East Sheen, and Kew.</p> <p>2019 Indices of Multiple Deprivation (IMD) data indicates that 7% of children (0-15) (IDACI score) and 9% of older people (60+) (IDAOPi score) are affected by income deprivation.</p> <p>National data shows that physical engagement with the arts varies significantly depending on socio-economic status. 96% of those in higher managerial, administrative and professional occupations engaged, compared to 87% of those in routine and manual occupations. This drops to 76% for those who have never worked or are long-term unemployed. Participation among owner occupiers is 93%, 88% for those in the private rented sector, and 82% for those in the social rented sector. Engagement rates vary from 82% in the most deprived decile of areas in England to 95% in the least deprived decile.</p> <p>Socio-economic factors equally have an impact on children and young people’s participation in cultural and arts activities. The DCMS Youth Survey Pilot found that young people who received free school meals (FSM) and those living in areas with higher deprivation levels were less likely to have done most of the surveyed activities in the past year:</p> <ul style="list-style-type: none"> • Gone to the cinema: 78% of those who received FSM, compared with 90% of those who did not receive FSM. 82%-83% of those in the two most deprived

<ul style="list-style-type: none"> • Refugee status 	<p>IDACI quintiles, compared with 90- 92% of those from the two least deprived quintiles.</p> <ul style="list-style-type: none"> • Visited historic places: 55% of those who received FSM, compared with 77% of those who did not receive FSM. 56% of those in the most deprived IDACI quintile, compared with 81% of those in the least deprived IDACI quintile. • Gone to museums and galleries: 51% of those who received FSM, compared with 60% of those who did not receive FSM. 50% of those in the most deprived IDACI quintile, compared with 66% of those in the least deprived IDACI quintile. • Gone to the theatre: 36% of those who received FSM, compared with 56% of those who did not receive FSM. 39% of those in the most deprived IDACI quintile, compared with 61% of those in the least deprived IDACI quintile. • Gone to watch live sport: 34% of those who received FSM, compared with 50% of those who did not receive FSM. 37% of those in the most deprived IDACI quintile, compared with 58% of those in the least deprived IDACI quintile. • Gone to live music events: 23% of those who received FSM, compared with 43% of those who did not receive FSM. 32% of those in the most deprived IDACI quintile, compared with 54% of those in the least deprived IDACI quintile. • In contrast, video games were played more frequently by young people from the more deprived IDACI quintiles (62% of those in the most deprived IDACI quintile played video games at least once a week, compared with 54% of those in the least deprived IDACI quintile). <p>Granular demographic physical activity data is only available at national level. Those from lower socio-economic groups (NS-SEC 6-8) are less likely to be active (53%) than those in NS-SEC 3-5 (62%) or those in NS-SEC 1-2 (73%).</p> <p>The Active Lives Children and Young People Survey uses a specific metric that is based on different characteristics of inequality. It provides data on physical activity for children and young people experiencing none or more of these characteristics. National data shows that 51.8% of children experiencing none of these characteristics are physically active, compare to 47.4% who experience one characteristic, and only 40.1% who experience two or more characteristics.</p>
---	---

Data gaps

Data gap(s)	How will this be addressed?
Audience profile for events in parks	Work with event organiser to develop mechanisms for capturing audience profiles. Mechanisms may differ for different types of events (ticketed or non-ticketed) and the scale of event.

4. Impact

Protected group	Area of policy change	Positive	Negative
Age	Enabling access to events while managing and mitigating impacts	<ul style="list-style-type: none"> • Greater access to events will enable all groups to participate in arts and cultural activities local to their home. • Greater emphasis on event impact mitigation is expected to benefit all groups. • Participation among older people is lower and events in proximity can help address this. 	<ul style="list-style-type: none"> • Events take areas of parks, open spaces out of general use temporarily and may have an impact on the ability to be physically active. • Older people could be particularly impacted as their physical activity levels are lower. • The impact can be mitigated through careful consideration of event layouts and scheduling. • No further negative impacts are expected as the changes are designed to further reduce the potential impacts of events on nearby communities.
	Engaging stakeholders	<ul style="list-style-type: none"> • The policy widens the engagement approach beyond selected parks stakeholder groups to all residents and businesses. The policy proposes a range of different engagement channels. 	<ul style="list-style-type: none"> • There are no negative impacts expected as the changes widen engagement. • Channels need to be designed in line with organisational good practice to ensure all voices are heard.

Protected group	Area of policy change	Positive	Negative
	Securing social benefits	<ul style="list-style-type: none"> The inclusion of social value and inclusive ticketing requirements in the policy will contribute to reducing inequality for this groups. 	<ul style="list-style-type: none"> Communication channels will need to be designed to ensure that those expected to benefit from the additional requirements are able to access the benefits.
Disability	Enabling access to events while managing and mitigating impacts	See “Enabling access to events while managing and mitigating impacts” as above.	<ul style="list-style-type: none"> People with disabilities could be particularly impacted as their physical activity levels are lower. See “Enabling access to events while managing and mitigating impacts” as above.
	Engaging stakeholders	<ul style="list-style-type: none"> See “Engaging Stakeholders” as above. 	<ul style="list-style-type: none"> See “Engaging Stakeholders” as above.
	Securing social benefits	<ul style="list-style-type: none"> See “Securing social benefits” as above. 	<ul style="list-style-type: none"> Communication channels will need to be designed to ensure that those expected to benefit from the additional requirements are able to access the benefits.
Sex	Enabling access to events while managing and mitigating impacts	See “Enabling access to events while managing and mitigating impacts” as above.	<ul style="list-style-type: none"> People who identify as female could be impacted as their physical activity levels are lower. See “Enabling access to events while managing and mitigating impacts” as above.
	Engaging stakeholders	<ul style="list-style-type: none"> See “Engaging Stakeholders” as above. 	<ul style="list-style-type: none"> See “Engaging Stakeholders” as above.

Protected group	Area of policy change	Positive	Negative
	Securing social benefits	<ul style="list-style-type: none"> • See “Securing social benefits” as above. 	<ul style="list-style-type: none"> • See “Securing social benefits” as above.
Gender reassignment	Enabling access to events while managing and mitigating impacts	See “Enabling access to events while managing and mitigating impacts” as above.	<ul style="list-style-type: none"> • People who identify as female or in another way (other than male) could be impacted as their physical activity levels are lower. • See “Enabling access to events while managing and mitigating impacts” as above.
	Engaging stakeholders	<ul style="list-style-type: none"> • See “Engaging Stakeholders” as above. 	<ul style="list-style-type: none"> • See “Engaging Stakeholders” as above.
	Securing social benefits	<ul style="list-style-type: none"> • See “Securing social benefits” as above. 	<ul style="list-style-type: none"> • See “Securing social benefits” as above.
Marriage and civil partnership	Enabling access to events while managing and mitigating impacts	<ul style="list-style-type: none"> • See “Enabling access to events while manager and mitigations impacts” as above. 	<ul style="list-style-type: none"> • Data on physical activity levels is not available for this protected characteristic though it is unlikely that marital status impacts physical activity levels • See “Enabling access to events while managing and mitigating impacts” as above.
	Engaging stakeholders	<ul style="list-style-type: none"> • Greater emphasis on event impact mitigation is expected to benefit all groups. 	<ul style="list-style-type: none"> • No negative impacts are expected as the changes are designed to reduce the potentially negative impacts

Protected group	Area of policy change	Positive	Negative
	Securing social benefits	<ul style="list-style-type: none"> • See “Securing social benefits” as above. 	<p>of events on nearby communities.</p> <ul style="list-style-type: none"> • See “Securing social benefits” as above.
Pregnancy and maternity	Enabling access to events while managing and mitigating impacts	<ul style="list-style-type: none"> • See “Enabling access to events while managing and mitigating impacts” as above. 	<ul style="list-style-type: none"> • Those caring for young children (regardless of gender) could be impacted particularly as events may impact access to local play facilities. • See “Enabling access to events while managing and mitigating impacts” as above.
	Engaging stakeholders	<ul style="list-style-type: none"> • See “Engaging Stakeholders” as above. 	<ul style="list-style-type: none"> • See “Engaging Stakeholders” as above.
	Securing social benefits	<ul style="list-style-type: none"> • See “Securing social benefits” as above. 	<ul style="list-style-type: none"> • See “Securing social benefits” as above.
Race/ethnicity	Enabling access to events while managing and mitigating impacts	<ul style="list-style-type: none"> • Participation levels are lower for those who do not identify as White or Mixed so events close to their homes may help address different participation levels. • See “Enabling access to events while managing and mitigating impacts” as above. 	<ul style="list-style-type: none"> • See “Enabling access to events while managing and mitigating impacts” as above. • Physical activity levels are lower for those who do not identify as White or Mixed so they could be more impacted by losing temporary access to sites.

Protected group	Area of policy change	Positive	Negative
	Engaging stakeholders	<ul style="list-style-type: none"> • See “Engaging Stakeholders” as above. 	<ul style="list-style-type: none"> • See “Engaging Stakeholders” as above.
	Securing social benefits	<ul style="list-style-type: none"> • See “Securing social benefits” as above. 	<ul style="list-style-type: none"> • See “Securing social benefits” as above.
Religion and belief, including non belief	Enabling access to events while managing and mitigating impacts	<ul style="list-style-type: none"> • See “Enabling access to events while managing and mitigating impacts” as above. • Participation levels are lower for those who are Hindu, Sikh or Muslim so events close to their homes may help address different participation levels. 	<ul style="list-style-type: none"> • Physical activity data is not available for this protected characteristic but there is likely to be an overlap between ethnicity and faith. Those of Asian background have the lowest physical activity levels and this may also indicate that those who are Hindu, Sikh or Muslim have lower participation levels. • See “Enabling access to events while managing and mitigating impacts” as above.
	Engaging stakeholders	<ul style="list-style-type: none"> • See “Engaging Stakeholders” as above. 	<ul style="list-style-type: none"> • See “Engaging Stakeholders” as above.
	Securing social benefits	<ul style="list-style-type: none"> • See “Securing social benefits” as above. 	<ul style="list-style-type: none"> • See “Securing social benefits” as above.
Sexual orientation	Enabling access to events while managing and mitigating impacts	<ul style="list-style-type: none"> • See “Enabling access to events while managing and mitigating impacts” as above. 	<ul style="list-style-type: none"> • See “Enabling access to events while managing and mitigating impacts” as above. • Physical activity levels are lower for those who identify

Protected group	Area of policy change	Positive	Negative
		<ul style="list-style-type: none"> • Participation levels are lower for those who identify as heterosexual so events close to their homes may help address different participation levels. 	<p>as heterosexual so they could be more impacted by losing temporary access to sites.</p>
	Engaging stakeholders	<ul style="list-style-type: none"> • See “Engaging Stakeholders” as above. 	<ul style="list-style-type: none"> • See “Engaging Stakeholders” as above.
	Securing social benefits	<ul style="list-style-type: none"> • See “Securing social benefits” as above. 	<ul style="list-style-type: none"> • See “Securing social benefits” as above.
Socio-economic status	Enabling access to events while managing and mitigating impacts	<ul style="list-style-type: none"> • See “Enabling access to events while managing and mitigating impacts” as above. • Participation levels are lower for adults and children in lower socio-economic groups and/or experiencing poverty. Events close to their homes may help address different participation levels. 	<ul style="list-style-type: none"> • See “Enabling access to events while managing and mitigating impacts” as above. • Physical activity levels are lower for children and adults in lower socio-economic groups and/or experiencing poverty. These groups could be more impacted by losing temporary access to sites.
	Engaging stakeholders	<ul style="list-style-type: none"> • See “Engaging Stakeholders” as above. 	<ul style="list-style-type: none"> • See “Engaging Stakeholders” as above.
	Securing social benefits	<ul style="list-style-type: none"> • The inclusion of social value and inclusive ticketing requirements within the revised policy directly contributes to the aims of making Richmond fair by 	<ul style="list-style-type: none"> • See “Securing social benefits” as above.

Protected group	Area of policy change	Positive	Negative
		taking targeted action to reduce socio-economic inequalities.	

5. Actions to advance equality, diversity and inclusion

Action	Lead Officer	Deadline
Ensure that equalities implications are considered during the event application assessment process to ensure events are accessible and the impact on other users of parks, open spaces or commons is reduced. This could include site layout, scheduling, accessibility measures, etc.	Thorsten Dreyer, Interim Head of Arts, Parks and Events	Within one month of adoption of the policy after consultation
Design engagement and communications channels in line with organisational good practice to ensure that everyone can provide feedback on event management and impact	Thorsten Dreyer, Interim Head of Arts, Parks and Events	Within one month of adoption of the policy after consultation
Design engagement and communications channels in line with organisational good practice to ensure that those intended to benefit from social value and inclusive ticketing requirements can access those benefits	Thorsten Dreyer, Interim Head of Arts, Parks and Events	Within one month of adoption of the policy after consultation

6. Further Consultation (optional section – complete as appropriate)

Consultation planned	Date of consultation
Consultation on the draft policy	Spring 2025