

## Equality Impact Assessment

The purpose of an assessment is to understand the impact of the Council's activities\* on people from protected groups and to assess whether unlawful discrimination may occur. It also helps to identify key equality issues and highlight opportunities to promote equality across the Council and the community. The assessment should be carried out during the initial stages of the planning process so that any findings can be incorporated into the final proposals and, where appropriate, have a bearing on the outcome.

(\*Activity can mean strategy, practice, function, policy, procedure, decision, project or service)

Name of person completing the assessment	Hendryk Jurk	Date of assessment	14/05/2024
--	--------------	--------------------	------------

Name of the proposed activity being assessed	Riverside Nature Reserve Improvement Project	Is this a new or existing activity?	New
--	--	-------------------------------------	-----

Who will implement the activity and who will be responsible for it?	Guildford Borough Council Parks Department, Hendryk Jurk, Parks Development Lead
---	---

### 1. Determining the relevance to equality

What are the aims, objectives and purpose of the activity?	<p>Project to Improve Infrastructure at Riverside Nature Reserve</p> <ul style="list-style-type: none"> <li>• to provide safe access and fulfil our duties as owner/occupier,</li> <li>• to fulfil our duties under the Habitat Regulations and Environment Act,</li> <li>• to improve the site's resilience to increasing visitor numbers.</li> </ul>
--	--

Is this a major activity that significantly affects how services or functions are delivered?	Business as usual, site improvement project	Who will benefit from this activity and how?	Public, visitors to Riverside Nature Reserve
--	---	--	--

Does it relate to a function that has been identified as being important to people with particular protected characteristics?	no	Who are the stakeholders? Does the activity affect employees, service users or the wider community?	Public in general
---	----	---	-------------------

**Based on the above information, is the activity relevant to equality?**

<p><b>Yes – continue to section 2</b></p> <p><b>No – please record your reasons why the activity is not relevant to equality</b></p>	<p>Yes, the project provides an opportunity to improve accessibility to Riverside Nature Reserve.</p>
--	---

<p>2. Is the proposed activity accessible for all the protected groups listed below?  <i>(Consider in what ways the activity might create difficulties or barriers to parts of the workforce, community or protected groups. How might one or more groups be excluded because of the activity?)</i></p>			
Protected groups	Yes	No	Evidence
Disability	x		The project intends to provide continued improvements to the accessibility of Riverside Nature Reserve. The project aims to implement improvements that are reasonable deliverable and remove obstacles identified. Due to the natural features of the sites, not all areas are fully accessible.
Race	x		
Gender	x		
Sexual orientation	x		
Age	x		

Religion or belief	x		
Transgender or transsexual	x		
Marriage and civil partnership	x		
Pregnancy or maternity	x		

3. Is it likely the proposed activity will have a negative impact on one or more protected groups?

Protected groups	Yes	No	Evidence
Disability		x	The project proposals are aimed at improving accessibility.
Race		X	
Gender		X	
Sexual orientation		X	
Age		X	
Religion or belief		X	
Transgender or transsexual		X	
Marriage and civil partnership		X	
Pregnancy or maternity		X	

4. What action can be taken to address any negative impact? What measures could be included to promote a positive impact? *(Consider whether it is possible to amend or change the activity due to the likely adverse impact whilst still delivering the objective. Is it possible to consider a different activity which still achieves the aims but avoids an adverse impact? Is an action plan required to reduce any actual or potential adverse impact?)*

The Project proposals are intended to maintain and improve access infrastructure at Riverside Nature Reserve. This provides an opportunity to implement the reasonable practical recommendations outlined in the access audit 2021 that the Council commissioned for the site.

5. What are the main sources of evidence that have been used to identify the likely impacts on the different protected groups? (*Use relevant quantitative and qualitative information that is available from sources such as previous EIA's, engagement with staff and service users, equality monitoring, complaints, comments, customer equality profiles, feedback, issues raised at previous consultations and known inequalities*).

Riverside Nature Reserve access audit 2021.

6. Has any consultation been carried out (e.g. with employees, service users or the wider community)? Please provide details

Riverside Nature Reserve access audit 2021 assessed the site for accessibility. In addition the Parks department has commissioned independent assessment during the development of the sites bespoke access gates.

7. Is further consultation required as a result of any negative impact identified? If so, what groups do you intend to engage with and how?

It is intended to include a public consultation on management of the nature reserve during the project.

8. Conclusion of Equality Impact Assessment - please summarise your findings

The project proposals will provide a positive impact on the equalities by addressing recommendations from the Riverside Nature Reserve Access Audit 2021.

**Name of person completing assessment:** Hendryk Jurk

**Date:** 14/05/2024

**Job title:** Parks Development Lead

**Signature:** *Hendryk Jurk*

**Senior manager name:**

**Date:**

**Signature:**