

# Equalities Impact Assessment: Full Assessment

Before completing this form you should have completed an Equalities Screening Tool and had sign off from your Head of Service and the Fairness and Equality Team.

This Equality Impact Assessment should be completed where the Screening Tool identifies a potentially negative impact on one or more specific groups but it can also be used to highlight positive impacts.

## Summary of proposal

Name of proposal	37 Islington Greener Together 22/23 Community led greening proposals
Reference number (if applicable)	
Service Area	Greenspace and Leisure
Date assessment completed	02/08/2022

Before completing the EQIA please read the guidance and FAQs. For further help and advice please contact [equalities@islington.gov.uk](mailto:equalities@islington.gov.uk).

# 1. Please provide a summary of the proposal.

Please provide:

- Context on how the service currently operates (if relevant) and the scope of suggested changes
- The intended beneficiaries and outcomes of the proposal
- Reference to any savings or income generation

Islington Greener Together (IGT) is a pilot programme, which was launched earlier this year, which welcomed community led, borough wide, greening proposals, spanning all publicly owned assets on highways, parks and housing land.

It was conceived in September 2021 and approved at Environment Leadership Team on the 24/11/21. The programme was prioritised for launch prior to the pre-election period at the beginning of March 2022. The programme was officially launched by Cllr Rowena Champion on 3rd March.

Residents, businesses and community groups were welcomed to submit ideas for greening within their neighbourhoods. It was promoted through press releases, Islington website, Twitter, Islington Life, e-bulletins, 3 x banners (222 Upper Street, Town Hall and Ecology Centre) 64 x posters displayed in parks notice boards, poster and leaflets distributed to libraires and leisure centres and 3 x ward partnership meetings.

The closing date for applications was 29th April. We received 90 online applications and 5 email applications. Total applications 95 Distributions across wards: 17/17 Wards represented.

Islington Greener Together aims to engage Islington's diverse local communities on issues of shared or mutual interest. IGT is an important, cross departmental, collaborative tool in achieving community participation as well as meeting wider council objectives in creating a cleaner, greener

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and healthier borough. This programme embeds Islington CARE values into the process, (Collaborative, Ambitious, Resourceful and Empowering)

The primary criterion for a successful application required proposals to be publicly accessible, on publicly managed asset Highways, Housing and Parks.

There is also an expectation that the applicant and associated group or community can manage and maintain the planting area to an agreed standard. A mandatory maintenance agreement was included within the online application form. The application process included the requirement for applicants to maintain the new planting. This is planned to be supported by the IGT Champions programme, which is currently in development.

Successful applications are expected to be worked up directly by the Council with engagement with the applicant and wider community. Islington Council will directly deliver the proposals. All infrastructure and structures, such as raised planting beds, will remain Islington owned and managed asset under existing insurance, removing cost to applicants, making it an inclusive process.

This programme is not a grant and is managed and delivered directly by Islington and governed directly through Greenspace Board. This approach is ensured that the programme is as accessible as possible to applicants and groups, are not restricted by the need to have a constitution or bank account.

Islington Greener Together is a collaborative cross departmental tool for identifying community led, greening proposal aspirations. We have assessed and reviewed the applications with various teams across all assets, including

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Transport and Highways, ASB and Environmental Services, Nature Conservation, Planning Policy, Community Safety, Estate Services, Homes and Community Safety, Public Protection, VSC Funding and Commissioning, Development Management, Parking, Net Zero, Transport and Highways, Public Protection, Housing New Build, Estate Management and Parks Dept. Each area has reviewed the proposals and assessed opportunities for delivery.

Whilst assessing these proposals, many issues arose, from ensuring that the most diverse, innovative and feasible projects were successful, to balancing borough wide distribution and environmental injustice (assessing local green deficit, IMD, Flood risk and Heat risk). Other factors included balancing complex project scopes, not being directly deliverable to being too tokenistic without meaningful impact. The successful projects presented balance issues raised above and much more besides, including H&S, Highways Legislation etc to ensure a robust programme.

The applications for each Ward were shared with the local Ward Councillors who were given the opportunity to provide comments and feedback, and these informed the resulting recommendations.

Through this process in 22/23 we are seeking to support 37 projects, spanning Highways, Housing and Park asset. On average projects have a projected cost of £17k, yet it is dependent on many factors, so this is an average. The budget is £360k for capital works excluding other department budgets, namely People Friendly Streets where actual capital contributions are yet to be defined.

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In terms of impact for residents, this is also dependent on the location and scale of the project.

Pocket Parks are the largest scale of proposal that we have had. These are on publicly accessible land, yet the likely numbers of resident's impact is dependent on the geography. If next to a housing or residential area, it will likely serve these communities, which is dependent upon the immediate population (small scale housing v's tower block) yet if it is off a shopping parade it may serve the wider community and people passing through. It is also dependent upon its location, if it is on a main walking corridor, main route, or off the beaten track. In general Pocket Parks will serve hundreds possibly thousands of people a year depending on the factors mentioned plus more besides.

All projects are on publicly accessible sites and should therefore be of benefit to the wider community. All projects are on external grounds, outside.

## 2. What impact will this change have on different groups of people?

Please consider:

- Whether the impact will predominantly be external or internal, or both?
- Who will be impacted – residents, service users, local communities, staff, or others?
- Broadly what will the impact be – reduced access to facilities or disruptions to journeys for example?

Considerations of vulnerable individuals or communities and those with protected characteristics is important to understand how to mitigate negative impact through new urban greening opportunities, including the impacts on the visually impaired, wheelchair users and mobility scooters.

The majority of people in Islington rely on walking, cycling and public transport for their daily trips rather than driving, and so having new green places and spaces to travel through will improve sense of health and wellbeing as well as reducing local green deficit and improving areas of deprivation, reducing heat and flood risk.

Typical themed Proposals include: ( Largest impact to least impact)

Pocket Parks (This could be a reuse of the end of dead-end road, approximately 200m<sup>2</sup>) – opportunities allowing for incidental play features, such as stepping logs, for children of all ages. Include bicycle stands, to encourage green active travel. Add a drop kerb (to access the pocket park) Wellbeing and health opportunities through food growing and community participation of planting maintenance, which will benefit many protected characteristics. Ensure watering point is locally available. The construction of a pocket park may cause disruption for the wider community. These are generally on highways asset and always open.

Community Gardens – To include opportunities for gardening, seating, health and wellbeing and of benefit particularly for protected characteristics of age, and disability. Include diverse cultural planting opportunities where requested. Ensure watering point is locally available. The construction of a community

garden refurbishment would cause minimal disruption for the wider community. These sites are sometimes locked after hours.

Parklets (This is the reuse of a parking bay, approx. 20m<sup>2</sup>) – Make sure step free access is considered as part of the design (As a minimum ensure that plants can be maintained from the pavement without need for drop kerb. Add a drop kerb to access the parklet space, funds allowing, or provide temporary plastic ramp as part of the project costs) Ensure planting opportunities can be easily managed and maintained directly from the pavement for ease. Ensure safe refuge within the parklet and limited risk of collision by designing safe robust standards being applied, which will seek to protect parklet users, regardless of age and disability. Ensure watering point is locally available. The construction of a parklet would have limited disruption for the wider community. These sites are always open. As a general rule, Blue Badge bays would not be considered for a parklet. If there is a combination bay which is of use by blue badge holders, but not directly assigned, then consultation would take part of the Traffic Order and a suitable alternative would then be considered to ensure adequate provision in the immediate vicinity.

Raised planters – Consider the heights of raised planters (600mm recommended accessible height for suitability of wheelchair users.) Ensure width of planter, can easily be reached, to ensure ease of maintenance. Step free access, by ensuring there is not a change in height of surface to access. Ensure footpath access minimum width of 1.2m and 2m on any corners, to safeguard ease of movement. Ensure watering point is locally accessible. The installation of a raised planter would cause minimal disruption for the wider community.

Trees – Make sure that pavement widths are suitable and accessible with a minimum of 1.2 m clearance, both as a young tree and as a mature tree, to ensure use for wheelchairs and buggies in the longer term. Making sure suitable tree species are planted, and not ones with shallow roots which could cause future trip hazards. Ensure sightlines are retained and that standard trees are planted, removing any branches protruding below 2m height, to ensure optimum conditions for partially sighted. The installation of a tree would cause minimal disruption for the wider community.

### 3. What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

This section of the assessment looks in detail at the likely impacts of the proposed changes on different sections of our diverse community.

#### 3A. What data have you used to assess impacts?

Please provide:

- Details of the evidence used to assess impacts on people with protected characteristics and from disadvantaged groups (see guidance for help)
- A breakdown of service user demographics where possible
- Brief interpretation of findings

Table 1 below provides a demographic breakdown of Islington, compared to London as a whole.

	London	Islington
	Total: 8,173,941	Total: 245,877
Gender: Female	51%	49%
Gender: Male	49%	51%
Age: Under 16	20%	18%
Age: 16-24	12%	15%
Age: 25-44	36%	42%
Age: 45-64	21%	19%
Age: 65+	11%	9%
Disabled	14%	14%
Ethnic group: BME	40%	32%
Ethnic group: White	60%	68%
Religion or belief: Christian	89%	43%
Religion or belief: Muslim	12%	8%
Religion or belief: Other	10%	5%
Religion or belief: No religion	21%	49%



Please provide:

- Details of the evidence used to assess impacts on people with protected characteristics and from disadvantaged groups (see guidance for help)
- A breakdown of service user demographics where possible
- Brief interpretation of findings

Religion not stated	9%	20%
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Table 1 - demographics of London and Islington

Source: [State of Equalities annual report 2022 \(islington.gov.uk\)](https://www.islington.gov.uk/state-of-equalities-annual-report-2022)

There are more people who identify themselves as having a disability in Islington than the London average. The larger percentage of Islington people who have a disability is particularly significant for this assessment.

On 29<sup>th</sup> April applications for Islington Greener Together closed and we received 95 applications. The equalities monitoring form evidenced the following:

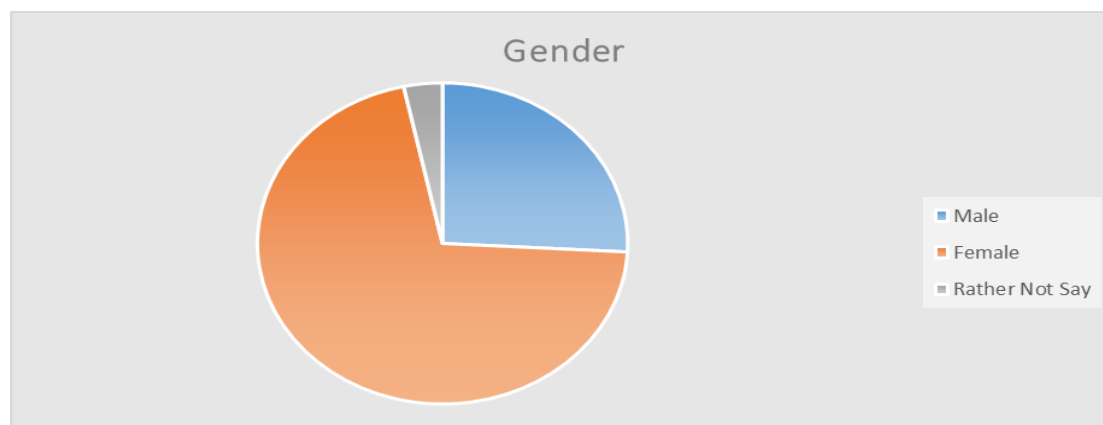
	Islington Total: 245,877	IGT Application Total: 95	Comparison between IGT applicants and Islington Population
Gender: Female	49%	71%	+22%%
Gender: Male	51%	26%	-25%
Age: Under 16	18%	0%	-18%
Age: 16-24	15%	1%	-14%
Age: 25-44	42%	39%	-3%
Age: 45-64	19%	42%	+23%
Age: 65+	9%	10%	+1%
Disabled	16%	Not asked	Not asked

Please provide:

- Details of the evidence used to assess impacts on people with protected characteristics and from disadvantaged groups (see guidance for help)
- A breakdown of service user demographics where possible
- Brief interpretation of findings

Ethnic group: BME	32%	48%	+16%
Ethnic group: White	68%	52%	-16%
Religion or belief: Christian	40%	27%	-13%
Religion or belief: Muslim	9%	3%	-6%
Religion or belief: Other	4%	10%	+6%
Religion or belief: No religion	30%	40%	+10%
Religion not stated	17%	20%	+3%

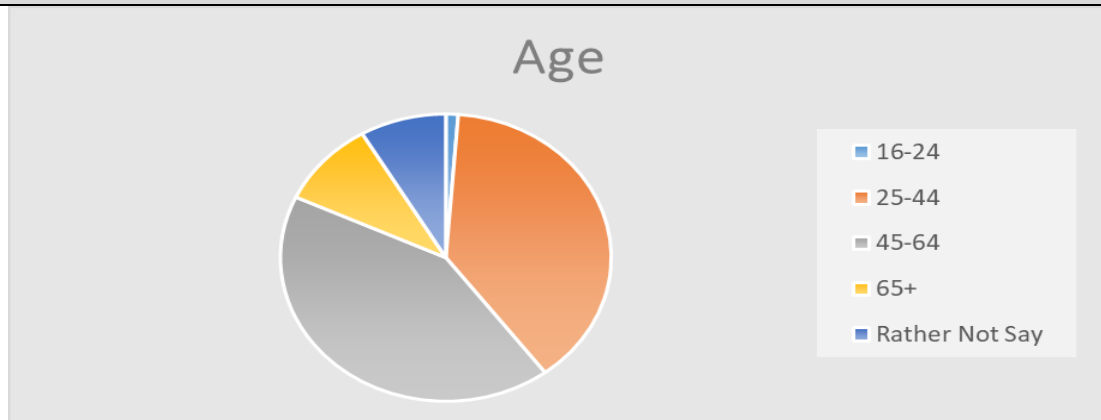
## Summary



71% of applicants were female. That is 20% higher than the Islington population average. However, only 26% of applicants were male. This is 23% lower than the population average.

Please provide:

- Details of the evidence used to assess impacts on people with protected characteristics and from disadvantaged groups (see guidance for help)
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- Brief interpretation of findings

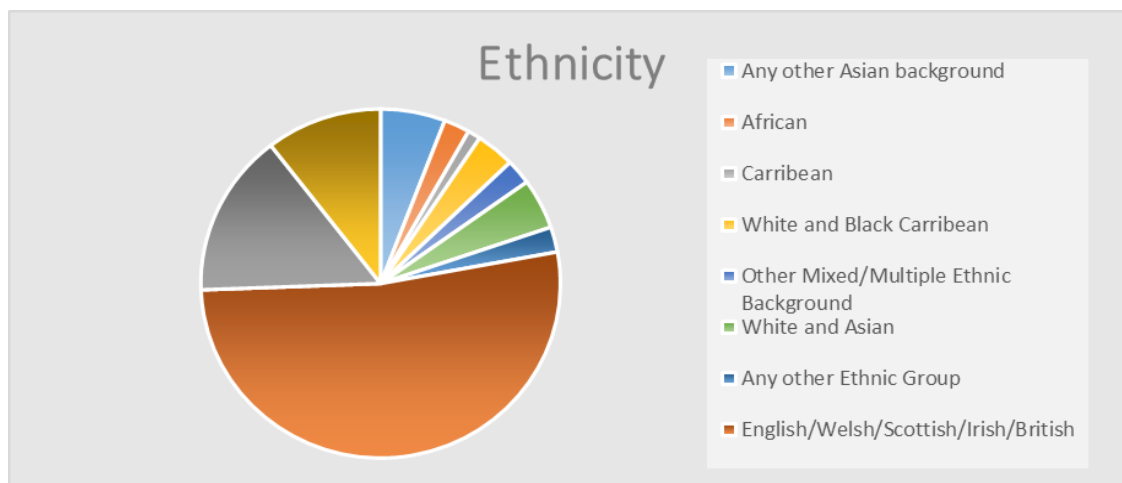


Although making up 19% of Islington’s population, the 45-64 years age group represents 42% of applications received, almost covering half of the applications.

There is under representation of young people in the applicant.

There are no under 16 age group years representation on this programme, further 16-24 years age group is 13% lower than the Islington population average.

Ages 25-44 and the 65+ are represented well regarding overall population in Islington.



Please provide:

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- A breakdown of service user demographics where possible
- Brief interpretation of findings

52% of applicants identified as White, this is 16% lower than the population average. 48% of applicants identified as Black, Asian or Minority Ethnic, this is 16% higher than the population average.

40% of non-religious individuals are represented in the applications, (a 10% rise from Islington's population).

There is a reduction compared to the Islington population in the representation of Christians (-13%) and Muslims (-6%).

3B: Assess the impacts on people with protected characteristics and from disadvantaged groups in the table below.

Please first select whether the potential impact is positive, neutral, or negative and then provide details of the impacts and any mitigations or positive actions you will put in place.

Please use the following definitions as a guide:

Neutral – The proposal has no impact on people with the identified protected characteristics

Positive – The proposal has a beneficial and desirable impact on people with the identified protected characteristics

Negative – The proposal has a negative and undesirable impact on people with the identified protected characteristics

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced, or negative impacts be eliminated or reduced?
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Age	Positive and Negative	<p><b>Negative:</b></p> <p>Children, young people and the elderly passing through or living near the construction of new green places could be impacted by the construction site, including unsafe work areas and local diversions.</p>	<p><b>Negative:</b></p> <p>These are very small schemes, the impact here is very minimal, however all of the considerations listed below will be considered to ensure safety.</p> <p>Close off and secure site so that it is not accessible to the public and make sure that any local diversions are accessible and not excessively long or steep.</p> <p>Ensure that a construction Phase plan is considered at an early point in the project and ensure that CDM is accorded to.</p> <p>Projects will be assessed on a n individual basis, however as a rule works will take place between the hours of 8 and 4pm, unless circumstances require alternatives, such as immediate vicinity of schools.</p> <p>The Council will seek to minimise construction impacts by avoiding work</p>
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		<p>near schools during term-time, outside of peak travel times for school pick up and drop off. In addition to this the Council will minimise the use of plant and equipment outside schools and nurseries during pick-up and drop-off times, when works need to be carried during term-time.</p> <p>Any diversions required for pedestrian or vehicular access will be in accordance with best standard practice and M Regs, for ramps, widths, barriers, signage, sightlines etc.</p> <p>The Council will be working with the contractor to ensure that all temporary working arrangements are implemented to the highest standard, whilst also ensuring they are implementing in accordance with current regulations.</p> <p>Should there be any works out of hours, or lengthy noisy works, leaflets will be distributed locally with a minimum of 24</p>
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Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced, or negative impacts be eliminated or reduced?
			hours' notice. However, we do not expect this scenario from the projects we are seeking to deliver.

<p>Disability (Include carers)</p>	<p>Positive and Negative</p>	<p><b><u>Negative</u></b></p> <p>The visually impaired can be impacted by temporary working arrangements, such as footway closures and temporary walkways. Noise could be disturbing for those with sensory sensitivities e.g autism Wheelchair users and mobility scooters can also be impacted by similar arrangements, especially if not setup in line with guidance by contractors.</p>	<p><b>Negative</b></p> <p>The Council has a duty to maintain the publicly accessible asset and keep it safe in accordance with for example, the Code of Practice for Well Managed Highway Infrastructure.</p> <p>The council is committed to engaging with disabled people and will engage with disabled people and groups representing projects in relation to the delivery of projects.</p> <p>The Council will strive to ensure that the impact on disabled people is minimised through pre-construction assessments and engagement with disability groups where applicable. This will also include a focus on ensuring there is adequate provision for safe access in and around work locations for everyone, including wheelchair users and mobility scooters.</p>
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Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced, or negative impacts be eliminated or reduced?
		<p><b>Positive</b></p> <p>A high standard of design elements for urban greening projects will particularly benefit those with disabilities as this will minimise negative impact.</p> <p>Workshops will take place with disability groups on the overall programme in September 2022. These groups to be contacted, include partially sighted and wheelchair users.</p>	<p><b>Positive</b></p> <p>The Council will continue to design urban greening projects in accordance with current guidance to ensure they provide the best experience for those with disabilities or protected characteristics. This includes engaging with the relevant groups and holding workshops.</p>

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced, or negative impacts be eliminated or reduced?
Race or ethnicity	Positive	<p><b>Positive</b></p> <p>Creating a new network of urban greening through projects provides greener means of lifestyle as the country emerges from the Covid health emergency and the recognition on the importance of health and well-being and connection to nature. Statistically it is evidence that areas with higher Index of Multiple Deprivation have less urban greening. (IMD is a factor considered in the earlier stage of project approval)</p>	<p><b>Positive</b></p> <p>The Council will continue to work towards making Islington a fair, accessible and secure environment.</p>

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced, or negative impacts be eliminated or reduced?
Religion or belief (include no faith)	Neutral	No specific impacts identified.	N/A

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced, or negative impacts be eliminated or reduced?
Maternity or pregnancy	Positive	<p><b>Positive</b></p> <p>Once the project is complete, Parents and carers with prams and buggies, disability and people of all ages will benefit from a better walking environment through the creation of a new network of green places and spaces, with less traffic and more nature.</p>	<p><b>Positive</b></p> <p>Where the design or situation allows for additional benefits, budget depending, seating and incidental play opportunities and gardening opportunities for pre-schoolers could also be incorporated where opportunities arise. An outcome could be a place to sit and rest, whilst toddler needs are also built into the design.</p>

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced, or negative impacts be eliminated or reduced?
Gender and gender reassignment (male, female, or non-binary)	<b>Positive</b>	<b>Positive</b> Women are well represented in this programme.	<b>Positive</b> Benefits to reach out further to the wider community through the Islington Greener Together Champions programme (Support, training and resource for new planter maintainers)
Sex and sexual orientation	<b>Neutral</b>	No specific impacts identified.	N/A

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced, or negative impacts be eliminated or reduced?
Marriage or civil partnership	Neutral	No specific impacts identified.	N/A



Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced, or negative impacts be eliminated or reduced?
Other; Socio-economic status	Positive and Negative	No specific impacts identified	N/A

## 4. How do you plan to mitigate negative impacts?

Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

The negative impacts outlined in this report will be mitigated through contract management processes and close coordination with the contractor. They will also be monitored closely through ongoing KPI reviews between the Council and the contractor.

Negative Impacts	Action	Expected Outcome	Governance & Funding
<p>We do not expect any major diversion work with these small-scale projects. However, we will give due regard to the following issues on an individual project basis.</p> <p>Unsafe temporary arrangements and workspaces during construction works</p> <p>Unsafe and inadequate temporary arrangements can impact people with protected characteristics as it</p>	<p>The Council will work towards ensuring the successful contractor designs and implements temporary arrangements in line with current regulations. Council officers will also be observing and monitoring these arrangements to ensure they minimise any negative impacts on groups with protected characteristics.</p> <p>Reviews of contractor performance will be built into KPI monitoring and regular meetings will be held with the contractor to discuss any issues that the</p>	<p>To maintain safe working practices which minimise the negative impacts that may occur to groups with protected characteristics.</p> <p>If there are issues arising for disabled groups or blue badge holders, we will seek to provide alternative temporary routes.</p>	<p>N/A</p>

Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

can make the workspace and public areas dangerous.	Council has in relation to their performance.		
Access with and step free arrangements	Make sure designs are in accordance with M Regs		

## 5. Please provide details of your consultation and/or engagement plans.

Please provide:

- Details of what steps you have taken or plan to take to consult or engage the whole community or specific groups affected by the proposal
- Who has been or will be consulted or engaged with
- Methods used or that will be used to engage or consult
- Key findings or feedback (if completed)

Public engagement will take place for every project and will involve residents, key stakeholders, businesses and the local community where applicable. Not all projects will require extensive engagement. This engagement will be

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- Who has been or will be consulted or engaged with
- Methods used or that will be used to engage or consult
- Key findings or feedback (if completed)

assessed on a project-by-project basis, and may include leaflets, in person drop-in events and on occasion online events.

Depending on the scope of the project and possible impacts an initial assessment will be carried out as to whether we need to engage with a disability action group. All projects will adhere to Access to and use of buildings: Approved Document M(M Regs), which sets out the standards and specifications required for external access arrangements.

Engagement templates and tools for this programme are being created using shared best practice across all assets from Housing, Parks and Highways. These templates will be reviewed in relation to accessibility and use before projects start.

We recently undertook a cross departmental SWOT assessment to inform best practice and following this we will seek to create a suite of engagement templates tailored to this programme and for this to be comment on before signing off assessment by our comms dept.

## 6. Once the proposal has been implemented, how will impacts be monitored and reviewed?


Please provide details in the table below.

Action	Responsible team or officer	Deadline
Islington Greener Together Champions programme	Islington Greener Together Team	Ongoing from project handover
Agreeing high quality construction phase plans between the council and contractor.	Various/Contractor	Ongoing from contract start-date
Consideration of environmentally friendly equipment and vehicles/plant where possible	Site Supervisor/Engineer & Contractor	Ongoing from contract start-date
Site supervision of agreed traffic management and site equipment.	Site Supervisor/Engineer & Contractor	Ongoing from contract start-date
Regular meetings to review site progress	Various/Contractor	Ongoing from contract start-date

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Please send the completed EQIA to [equalities@islington.gov.uk](mailto:equalities@islington.gov.uk) for quality checking by the Fairness and Equality Team. All Equality Impact Assessments must be attached with any report to a decision-making board and should be made publicly available on request.

This Equality Impact Assessment has been completed in accordance with the guidance and using appropriate evidence.

Member	Name	Signed	Date
Staff member completing this form	Charlotte	C Glazier	02/08/2022
Fairness and Equality Team	Imogen Resnick	IS Resnick	12/08/2022
Director or Head of Service	Andrew Bedford		15/08/2022