

# **EQUALITY IMPACT ASSESSMENT [EIA]**

Project Information	
<b>Project Name</b> <i>This should clearly explain what service / policy / strategy / change you are assessing</i>	Rickmansworth Aquadrome Project
<b>Service Area</b> <i>Main team responsible for the policy, practice, service or function being assessed</i>	Leisure and Natural Infrastructure
<b>EIA Author</b> <i>Name and Job Title</i>	Charlotte Gomes/Jo Copley/Jess Hodges
<b>Date EIA drafted</b>	14.08.2025
<b>ID number</b> <i>This will be added by the Strategy and Partnerships Team</i>	

Executive summary	
<b>Focus of EIA</b> <i>A member of the public should have a good understanding of the policy or service and any proposals after reading this section.</i>  <i>Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EIA)'</i>  <i>This section should explain what you are assessing:</i> <ul style="list-style-type: none"> <li><i>If the EIA is attached to a report, summarise the report.</i></li> <li><i>Provide information on whether any of the following communities could be affected by the policy, practice, service or function, or by how it is delivered?</i></li> <li><i>(age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, and marriage and civil partnership) in addition, TRDC recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children, (ex) armed forces personnel.</i></li> </ul>	<p>The focus of the Equality Impact Assessment is to assess the Rickmansworth Aquadrome Project, including its funding streams. The project is a result of The Rickmansworth Aquadrome Management Plan 2022 – 2027 which is an ambitious and far-reaching plan. Produced in partnership with Countryside Management Service, the Plans Vision Statement is:</p> <p style="padding-left: 40px;">“For the Aquadrome to be enhanced, nurtured, and protected. To achieve the balance so nature can flourish and visitors can connect with and discover beautiful and unique habitats, whilst understanding the importance of the environmental heritage of the site.”</p> <p>The Aquadrome is an important community asset. It is free to use and offers a welcoming and safe place for all the community. It is a space that is accessed and used by many different groups including those with disability and the elderly – attracted by the ease of parking, flat paths, disabled access toilets and no entry charge. These features also mean that the site is attractive to families with young children/buggies also supported by nappy change facilities, two play areas and cafe.</p> <p>The proposed developments to the Aquadrome through this project aim to enhance these features and include opportunities for wider participation and improved communication.</p> <p>This project is almost fully externally funded and is formally in the Development stage of a National Lottery Heritage</p>

	Funding. As such this phase must meet a funding principle of improving inclusion, access and participation.
--	---

Mitigations		
Protected Characteristic	Potential Issue <i>Against each protected characteristics, make a frank and realistic assessment of what issues may or do occur</i>	Mitigating Actions <i>How can the negative impacts be reduced or avoided by the mitigating measures? Is further engagement with specific communities needed? Is more research or monitoring needed? Does there need to be a change in the proposal itself?</i>
Age	<p>Imagery used on social media/website only illustrates a certain age group.</p> <p>Activities offered are age restrictive.</p>	<p>Ensure that imagery used reflects people of all ages.</p> <p>Activities and Events offered cover a full range of age groups.</p>
Disability	<p>The poor path network is beginning to make the site less accessible.</p> <p>Existing signage is outdated, not easy to read and visually lacking</p>	<p>The project will address all path networks across and the site to improve accessibility for people with disabilities.</p> <p>Viewing areas will be made step free</p> <p>All signage and interpretation boards will be designed clearly, with accessible language and include QR codes.</p> <p>All new strictures will be designed as step free.</p> <p>Disabled parking bays will remain.</p> <p>Ensure the Activity Plan and Events are inclusive and that access concerns are considered.</p>
Gender reassignment (or affirmation)	The lack of suitable toilets may make the site less attractive to visit	Promote disabled toilet as disabled and gender neutral.
Pregnancy or maternity	Women feel unsupported, unsafe or vulnerable on the site	<p>Maintain the two toilet blocks, both offering baby change facilities.</p> <p>Maintain the number of benches on site.</p> <p>Improve site lines to ensure all visitors feel safer.</p>
Race	Through the bi-annual visitor number surveys, it is evident that non-white communities do not visit the site as much as white	Improve the type of imagery used on social media and website to represent a broader spectrum of the community.

	communities.	Ensure the Activity Plan and Events reflects opportunities for all to participate.
Religion or belief	The site holds no religious context	Not applicable.
Sex	Through the council's activities, events and comms, that people do not feel welcome to visit and enjoy the Aquadrome at leisure.	Improve the type of imagery used on social media and website to be representative of our communities.  Ensure the Activity Plan and Events are inclusive.
Sexual Orientation	Through the council's activities, events and comms, that people do not feel welcome to visit and enjoy the Aquadrome at leisure.	Improve the type of imagery used on social media and website to be representative of our communities.  Ensure the Activity Plan and Events are inclusive.
Marriage and Civil Partnership	No impact	Not applicable
The council recognises other communities may be vulnerable to disadvantage, this includes carers, people experiencing domestic abuse, substance misusers, homeless people, looked after children and care leavers, (ex) armed forces personnel.		Ensure the Activity Plan and Events are inclusive.

### Actions Planned

*In this section you can add information on additional or proactive steps you are taking that enhance equity, engagement or equality of access to services, as well as those mitigating actions identified in the section above that will be undertaken.*

*The Equality Duty is an ongoing duty: policies must be kept under review, continuing to give 'due regard' to the duty. If an assessment of a broad proposal leads to more specific proposals, then further equality assessment and consultation are needed.*

The Aquadrome Project is now predominantly in its 'Development Phase' due to the National Lottery funding.

The development phase is when the council develops the project detail, including creating designs and

plans for the necessary improvements to enhance and protect the site. This is critical in ensuring the accessibility and inclusivity is improved throughout the Aquadrome and considered at design conception.

This stage can take up to two years to fully develop a detailed project proposal for the delivery phase application.

Over the period of the next 12 months, the community will be invited to take part in public consultations about these plans through a Heritage Funded post (Aquadrome Community Engagement Officer) and the Councils' 'Have your Say' portal. The public's views on creating a welcome area and a contemplative area will be sought. Care will be taken to ensure the consultation reach is inclusive and representative of our communities.

Within this phase several accessibility elements will be designed, including:

- Replacement of the pedestrian bridge's to improve access/connectivity across the Aquadrome
- Creating step free access to ensure the site is more accessible to those with physical disability/buggies
- Improve sightlines for all representatives of our communities
- Upgrading footpaths to ensure safe accessible path networks
- Upgrading and replacing the seating to accommodate disabilities and mobility limitations
- Creating a sense of arrival, welcome area and accessible signage to include a QR code and plain english on all written communication
- Improve inclusion and participation in heritage activities for representatives of our community
- Implementing the communications plan to engage with representatives of our communities.

#### **Additional Information**

*Space to provide any additional information in relation to protected characteristics or equity, diversity, equality and inclusion.*

**Sign off:**

Equalities Lead Officer	Date

