

Equality impact Assessment

Project Information	
Project Name <i>This should clearly explain what service / policy / strategy / change you are assessing</i>	Prestwick Road Meadows Management Plan 2026-2036
Service Area <i>Main team responsible for the policy, practice, service or function being assessed</i>	<i>Leisure and Natural Infrastructure</i>
EIA Author <i>Name and Job Title</i>	<i>Kelly Barnard – Leisure Assets Manager</i>
Date EIA drafted	8 January 2026
ID number <i>This will be added by the Strategy and Partnerships Team</i>	LL012

Executive summary	
Focus of EIA <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"> <i>If the EIA is attached to a report, summarise the report.</i> <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> <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> 	<p>The formal adoption and implementation of a new ten-year management plan for Prestwick Road Meadows.</p> <p>The new plan contains management actions for the site over the next ten years from financial year 2026 until 2036.</p> <p>The implementation of the new management plan is the responsibility of the Leisure and Natural Infrastructure Service in partnership with Environmental Protection and Hertfordshire County Councils Countryside Management Service.</p> <p>The site remains open to the public at all times.</p> <p>The actions within the management plan considers opportunities to improve accessibility through the enhancement of pathways, keeping pathways clear and where bench replacement is required, these will include a back and arm rests.</p>

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>Not having the funding to support the delivery of the actions, which will have a positive impact on the accessibility of the site.</p> <p>Inaccessibility of the site for those with disability requirements.</p>	<p>Existing budgets to be used to support the ongoing actions and external funding to be secured before other projects commence.</p> <p>Enhancement of pathways, keeping pathways clear and where bench replacement is required, these will include a back and arm rests, supporting elderly or frail residents.</p>
Disability	<p>Not having the funding to support the delivery of the actions, which will have a positive impact on the accessibility of the site.</p> <p>Inaccessibility of the site for those with disability requirements.</p>	<p>Existing budgets to be used to support the ongoing actions and external funding to be secured before other projects commence.</p> <p>Enhancement of pathways, keeping pathways clear and where bench replacement is required, these will include a back and arm rests.</p>
Gender reassignment (or affirmation)		
Pregnancy or maternity		
Race		
Religion or belief		
Sex		

Sexual Orientation		
Marriage and Civil Partnership		
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.		

Actions Planned
<p><i>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.</i></p> <p><i>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.</i></p> <p>Continue to source additional funding to support the implementation of the action plan for Prestwick Road Meadows.</p>

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
Shivani Davé	29/01/2026

