

Equality Impact Assessment



Assessment of: One Teignbridge Council Strategy, 2025-2030	Teignbridge Play Parks Improvement Programme
<input type="checkbox"/> Policy <input type="checkbox"/> Strategy <input type="checkbox"/> Function <input type="checkbox"/> Service <input checked="" type="checkbox"/> Other - Project	<input checked="" type="checkbox"/> New <input type="checkbox"/> Already exists / review <input type="checkbox"/> Changing
Directorate: Place	Assessment carried out by: Sammi Early
Service Area: Strategy and Partnerships	Job Role: Strategic Infrastructure and Growth Officer
Version / Date of Sign Off by Director: Draft / May 2026	

Step 1: What do we want to do?

This assessment should be started at the beginning of the process by someone with a good knowledge of the proposal and service area, and sufficient influence over the proposal. It is good practice to take a team approach to completing the equality impact assessment. Please contact the Policy Officer early for advice.

1.1 What are the aims and objectives/purpose of this proposal?

Briefly explain the purpose of the proposal and why it is needed. Describe who it is aimed at and the intended aims / outcomes. Where known also summarise the key actions you plan to undertake. Please use plain English, avoiding jargon and acronyms. Equality Impact Assessments are viewed by a wide range of people including decision-makers and the wider public.

The proposal is to deliver a district wide programme of improvements to Council owned play parks that are most in need of investment.

It aims to improve the quality, safety, accessibility and inclusivity of play provision for children, young people, families and local communities, using available Section 106 and Community Infrastructure Levy funding within the timescales attached to those funds.

Parks will be prioritised using evidence on condition, local need, accessibility, anti-social behaviour and gaps in provision, with works delivered either through direct investment, asset transfer arrangements or other agreed delivery routes.

1.2 Who will the proposal have the potential to affect?

<input checked="" type="checkbox"/> Service users	<input checked="" type="checkbox"/> The wider community	<input type="checkbox"/> Teignbridge workforce
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1.3 Will the proposal have an equality impact?

Could the proposal affect access levels of representation or participation in a service, or does it have the potential to change e.g., quality of life: health, education, or standard of living etc.?

If 'No' explain why you are sure there will be no equality impact, then skip steps 2-4 and request review by your manager.

If 'Yes' complete the rest of this assessment.

<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Yes. The proposal affects access to safe, inclusive and good quality play parks, and therefore has the potential to affect how different groups benefit from local provision. It is likely to have positive impacts for children and young people, disabled users, parents and carers, and communities in higher-need areas. Risks include uneven investment because of limited funding, inconsistent accessibility if inclusive design is not built in from the outset, and temporary loss of access while works are taking place.

Step 2: What information do we have?

2.1 What data or evidence is there which tells us who is, or could be affected?

Please use this section to demonstrate an understanding of who could be affected by the proposal. Include general population data where appropriate, and information about people who will be affected with particular reference to protected and other relevant characteristics (listed in 2.2).

Use one row for each evidence source and say which characteristic(s) it relates to. You can include a mix of qualitative and quantitative data - from national research, local data or previous consultations and engagement activities.

Outline whether there are any over or under representation of equality groups within your service - don't forget to benchmark to local population where appropriate.

For workforce / management of change proposals you will need to look at the diversity of the affected team(s) using available evidence such as the employee profile data. Identify any under/over-representation compared with Teignbridge's economically active citizens for age, disability, ethnicity, gender-reassignment, religion/belief and sexual orientation.

Data / Evidence Source <i>[Include a reference where known]</i>	Summary of what this tells us
Play park condition assessments and site data	This shows which parks have ageing equipment, safety concerns, poor quality play offer and accessibility issues. It helps identify where children and families may currently experience lower quality or less safe provision.
Deprivation indicators, ward population data and mapping of play provision	This helps identify communities where there are more children, higher levels of deprivation and poorer access to nearby provision. It supports a needs-based approach to prioritisation.
Information on anti-social behaviour hotspots, local knowledge from officers, and engagement with town and parish councils	This provides information about how parks are used, perceived safety, local priorities and whether transfers or locally led improvements may be suitable. It also helps identify where there is a need to improve surveillance.

2.2 Do you currently monitor relevant activity by the following protected characteristics?

<input type="checkbox"/> Age	<input type="checkbox"/> Disability	<input type="checkbox"/> Gender Reassignment
<input type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy/Maternity	<input type="checkbox"/> Race
<input type="checkbox"/> Religion or Belief	<input type="checkbox"/> Sex	<input type="checkbox"/> Sexual Orientation

2.3 Are there any gaps in the evidence base?

Where there are gaps in the evidence, or you don't have enough information about some equality groups, include an equality action to find out in section 4.2 below. This doesn't mean that you can't complete the assessment without the information, but you need to follow up the action and if necessary, review the assessment later. If you are unable to fill in the gaps, please state this clearly with a justification.

For workforce related proposals all relevant information on characteristics may need to be sought from HR (e.g., pregnancy/maternity). For smaller teams diversity data may be redacted. A high proportion of not known/not disclosed may require action to address and identify the information needed.

There are gaps in detailed evidence about how some groups currently use individual play parks, particularly disabled users, carers and people affected by transport. There is also limited site specific evidence on the experience of some protected groups beyond the available condition and demographic data. These gaps do not prevent the assessment being completed, but they should be addressed through targeted engagement as priority sites and designs are developed.

2.4 How have you involved communities and groups that could be affected?

You will nearly always need to involve and consult with internal and external stakeholders during your assessment. The extent of the engagement will depend on the nature of the proposal or change. This should usually include individuals and groups representing different relevant protected characteristics. Please include details of any completed engagement and consultation and how representative this has been of Teignbridge's diverse communities.

Include the main findings of any engagement and consultation in Section 2.1 above.

If you are managing a workforce change process or restructure, please refer to HR for advice on how to consult and engage with employees. Relevant stakeholders for engagement about workforce changes may include e.g., staff-led groups, trades unions as well as affected staff.

The programme has been informed by officer work on play park condition, funding availability and site priorities, together with discussions with town and parish councils and community safety partners. This has helped identify where investment is most needed and where local context, including safety and community use, should inform decisions.

2.5 How will engagement with stakeholders continue?

Explain how you will continue to engage with stakeholders throughout the course of planning and delivery. Please describe where more engagement and consultation is required and set out how you intend to undertake it. Include any targeted work to seek the views of under-represented groups. If you do not intend to undertake it, please set out your justification. You can ask the Consultation Officer for help in targeting particular groups.

Engagement with elected members, town and parish councils, residents, police and other community-based groups/representatives will be required as part of the allocation of funds and delivery of refurbishment schemes. To date, no specific or targeted engagement has taken place.

It is proposed that we contact the ward member and town/parish councils of the 10 settlements where TDC own parks (Ashburton, Buckfastleigh, Chudleigh, Dawlish, Exminster, Heathfield, Kingsteignton, Newton Abbot, Starcross and Teignmouth) following approval of the project at Full Council in July. The town and parish councils will be given details of the project and, where they are amenable, will be asked to lead on engagement with their communities to understand issues with existing provision and preferences for future provision. The Local Authority will provide templates and frameworks for consultation. Feedback and data will be used to inform the scoring matrix and final proposals.

Step 3: Who might the proposal impact?

Analysis of impacts must be rigorous. Please demonstrate your analysis of any impacts of the proposal in this section, referring to evidence you have gathered above, and the characteristics protected by the Equality Act 2010. Also include details of existing issues for particular groups that you are aware of and are seeking to address or mitigate through this proposal.

3.1 Does the proposal have any potentially adverse impacts on people on the basis of their protected or other relevant characteristics?

Consider sub-categories (different kinds of disability, ethnic background etc.) and how people with combined characteristics (e.g., young women) might have particular needs or experience particular kinds of disadvantage.

Where mitigations indicate a follow-on action, include this in the 'Action Plan' Section 4.2 below.

GENERAL COMMENTS (highlight any potential issues that might impact **all or many groups**)

The programme should have mainly positive impacts if play parks are prioritised transparently and designed inclusively. Key equality risk include uneven investment due to limited funding, temporary loss of access during delivery and inconsistent accessibility if user needs are not reflected.

These risks will be mitigated through a clear, evidence based weighted scoring matrix, that incorporates: park condition, deprivation levels, population within 400m and 800m, and existing provision within these distances to target areas of greatest need. Further mitigation includes inclusive design standards, targeted engagement and careful phasing of works to minimise disruption.

PROTECTED CHARACTERISTICS

Age: Young People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Children, young people and families should benefit most through safer, higher quality and more attractive play parks. Improved provision can support play, physical activity and social interaction. A risk remains that some areas may not see improvements in the early phases if they are not prioritised for funding.
Mitigations:	Target parks with the greatest need and include age-appropriate equipment and play opportunities in project briefs.
Age: Older People	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

Potential impacts:	Older people will benefit where play parks are accessible and provide spaces and facilities for all ages. Parks provide opportunities for light physical activity as well as support mental wellbeing through access to green space. Older people may benefit indirectly where play parks are easier to access and should include places to sit and supervise children.
Mitigations:	Include seating where possible. Smooth, step-free paths Clear layouts (making them more usable and inclusive for dementia friendly design)
Disability	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Disabled users may benefit where play parks include accessible entrances, appropriate surfacing, inclusive equipment, seating and clear routes through the site. Risks arise if accessibility is not built into schemes from the outset or if works temporarily remove access to one of the few usable local parks.
Mitigations:	Include accessibility and inclusive design requirements in project briefs and seek input from disabled users, parents and carers where possible.
Sex	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	Parks are not inherently unequal for men and women but how they are designed and managed can change that in practice. Women and girls may feel less safe using the space, particularly at certain times or locations. This can lead to reduced use, even if the facility is technically "available to all and therefore creates a practical (indirect) disproportionate impact, despite no formal design restriction.
Mitigations:	<ul style="list-style-type: none"> • Design for clear sightlines and open layouts • Avoid hidden or enclosed spaces • Provide appropriate lighting (where relevant) • Ensure good maintenance and quick response to ASB • Engage women, girls, and carers in design stages
Sexual orientation	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No specific disproportionate impact has been identified on the basis of race. However, if engagement and communication are not inclusive there is a risk that the needs or views of some communities may be less visible in prioritisation and design decisions.
Mitigations:	
Pregnancy / Maternity	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	The impact on individuals with the protected characteristic of pregnancy and maternity is considered to be low but potentially indirect. While play parks are not specifically designed for this group, they are frequently used by parents and carers of young children, including those who are pregnant or on maternity leave.

	Consideration should therefore be given to appropriate seating, accessible pathways for prams etc, rest areas and safe environments to ensure that facilities are inclusive and usable. With these in place, no significant disproportionate negative impact is anticipated.
Mitigations:	Include seating and accessibility for prams etc where possible.
Gender reassignment	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No specific disproportionate impact has been identified on the basis of race. However, if engagement and communication are not inclusive there is a risk that the needs or views of some communities may be less visible in prioritisation and design decisions.
Mitigations:	
Race	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	No specific disproportionate impact has been identified on the basis of race. However, if engagement and communication are not inclusive there is a risk that the needs or views of some communities may be less visible in prioritisation and design decisions.
Mitigations:	Use inclusive engagement methods.
Religion or Belief	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	
Marriage & civil partnership	Does your analysis indicate a disproportionate impact? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Potential impacts:	
Mitigations:	

OTHER RELEVANT CHARACTERISTICS

Socio-Economic (deprivation)	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	The proposal should benefit higher need communities by improving free local play parks in areas where provision is poorer or outdated. Better local facilities can help reduce inequality in access to outdoor play and wellbeing benefits. Some communities may still feel disadvantaged if they are not prioritised for investment in early phases.

Mitigations:	Use clear, evidence-based criteria and explain decisions.
Other group(s) Please add additional rows below to detail the impact for other relevant groups as appropriate e.g., Asylums and Refugees; Rural/Urban Communities, Homelessness, Digital Exclusion, Access to Transport	
Rural Communities	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Individuals in rural areas may experience reduced access to play facilities due to distance, limited transport options, and lower density of provision. While no direct adverse impact is identified, it is important to consider accessibility and distribution to ensure rural communities are not disadvantaged.
Mitigations:	Consider the geographic spread of provision, accessibility for rural residents, and ongoing monitoring to ensure rural communities are not disproportionately disadvantaged.
Digital Exclusion	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	There may be an impact if information about proposals, closures or completed works is only shared online, as some residents may not see it or may be less able to respond.
Mitigations:	Use online and non-digital communication.
Access to transport	Does your analysis indicate a disproportionate impact? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Potential impacts:	Improving local play parks may reduce the need for some families to travel further for suitable provision. However, some areas may still have limited access if nearby parks are not prioritised in early phases or if transport barriers affect access to alternative sites during works.
Mitigations:	Consider provision gaps as well as condition when prioritising.

3.2 Does the proposal create any benefits for people on the basis of their protected or other relevant characteristics?

Outline any potential benefits of the proposal and how they can be maximised. Identify how the proposal will support our Public Sector Equality Duty to:

- ✓ Eliminate unlawful discrimination for a protected group.
- ✓ Advance equality of opportunity between people who share a protected characteristic and those who don't.
- ✓ Foster good relations between people who share a protected characteristic and those who don't.

The proposal should improve access to safer, more inclusive play parks, particularly for children, disabled users and higher need communities. It can help reduce inequality in access to free local recreation, support healthier communities and improve the quality of shared public spaces. These benefits will be strongest where inclusive design, clear prioritisation and targeted engagement are applied consistently.

Step 4: Impact

4.1 How has the equality impact assessment informed or changed the proposal?

What are the main conclusions of this assessment? Use this section to provide an overview of your findings. This content should be used as a summary in reports, where this full assessment is included as an appendix.

If you have identified any significant negative impacts which cannot be mitigated, provide a justification showing how the proposal is proportionate, necessary and appropriate despite this.

Summary of significant negative impacts and how they can be mitigated or justified:

Prioritising CIL for play park investment means there is reduced flexibility in the use of CIL funding, potentially delaying or displacing other infrastructure projects. There is also a risk of uneven investment outcomes, as some parks may receive limited or no funding, which could lead to perceptions of unfairness between communities.

Where parks remain in Council ownership, maintenance and inspection costs will continue, and delivery of the programme places additional pressure on staff capacity, potentially diverting resources from other priorities. Asset transfers may reduce long-term costs but could create additional burdens for town and parish councils, depending on their capacity and willingness to take on assets.

Delivery will involve temporary disruption, including park closures during refurbishment, and may raise community expectations for further improvements beyond what available funding can support.

Summary of positive impacts / opportunities to promote the Public Sector Equality Duty:

Overall, the programme is expected to deliver significant community and organisational benefits. It will improve the quality, safety and accessibility of play parks, addressing ageing infrastructure and gaps in provision across the district. This is intended to support healthier lifestyles and improved wellbeing, particularly for children and families, while also contributing to wider place-making and reducing inequalities. This supports the wider Public Sector Equality Duty by helping reduce inequality in access to free local facilities and by improving shared public spaces used by different groups.

A key benefit is the effective use of developer contributions, ensuring Section 106 funding is spent within required deadlines and Community Infrastructure Levy (CIL) funding is deployed strategically. This avoids the risk of funds being returned and maximises investment in local infrastructure.

4.2 Action Plan

Use this section to set out any actions you have identified to improve data, mitigate issues, or maximise opportunities etc. If an action is to meet the needs of a particular protected group, please specify this.

Improvement / action required	Responsible Officer	Timescale
Prepare a consultation and engagement plan for the project.	Strategic Infrastructure and Growth Team in consultation with Strategy and Policy Officer	By 1 July 2026.
Include accessibility and inclusive design requirements in project briefs for priority play park improvements.	Strategic Infrastructure and Growth Team / Assets Team	Before design and procurement
Review equality impacts after the first phase of delivery, including whether completed works have improved access and whether investment is reaching higher need areas.	Project Lead / Service Manager	Within 12 months of first works completing

4.3 How will the impact of your proposal and actions be measured?

How will you know if have been successful? Once the activity has been implemented this equality impact assessment should be periodically reviewed to make sure your changes have been effective, and your approach is still appropriate. Include the timescale for review in your action plan above.

Impact	Measured by
Improved health and wellbeing outcomes	Feedback from residents gathered through an annual survey and / or other engagement activities
Inclusive and accessible facilities	Number of play parks that are accessible with some inclusive design feature. User feedback from people with disabilities and other protected groups through annual survey and / or other engagement activities

Step 5: Review & Sign-Off

EIAs should only be marked as reviewed when they provide sufficient information for decision-makers on the equalities impact of the proposal. Please seek review and feedback from management before requesting it to be signed off. All working drafts of EIAs and final signed-off EIAs should be saved in G:\GLOBAL\EIA. Once signed-off please add the details to the 'EIA Register' of all council EIAs saved in the same directory.

Reviewed by Service Manager: Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Michelle Luscombe	Strategic Leadership Team Sign-Off Neil Blaney, Director of Place
Date: 21.05.26	Date: 10.6.2026