

Community Equality Impact Assessment Form

Community Equality Impact Assessments should be carried out whenever you plan, change or remove a service, policy or function. The process should be used as a health check – a way of consolidating knowledge you have on your service. Please refer to the Community Equality Impact Assessment Guidelines to help you complete this activity.

Name of service, policy, procedure, function or project to be assessed:	<p>A six-week consultation exercise to gauge public opinion on a proposal to introduce a pilot licencing scheme to regulate commercial dog walking in Nonsuch Park.</p>
Is this a new or existing function or policy?	<p>The pilot licencing scheme will be a new process if introduced.</p>
Key purpose / objective of this service, policy, procedure, function or project to be assessed:	<p>Many commercial dog walkers walk multiple dogs at once and many of these are off the lead. This number of dogs off the lead can become uncontrollable, especially regarding dog fouling and cleaning up.</p> <p>In proposing to licence these operators we can ensure that commercial dog walkers are complying with best industry practice for the safety and enjoyment of their dogs, other park users and staff.</p>
Lead Officer – inc. contact details	<p>Danielle Brown 01372 732514</p>
Directorate and Head of Service	<p>Ian Dyer</p>
Other stakeholders – list all involved	<p>Friends of Nonsuch Nonsuch Voles Nonsuch Watch Lower Mole Project EEBC Countryside Team Nonsuch Pantry/Mansion Little Oaks Nursery School – Cheam Gate/London Road Gate Future Woodlands Outdoor Fitness Groups</p>
Start date – The assessment should be started <i>prior</i> to policy / service development and early enough to influence the decision-making process	<p>April 2024</p>
End date – The assessment will need to inform decision making so the end date should take this into account	<p>May 2024</p>

Step 1: Identify why you are undertaking a Community Equality Impact Assessment

To help protect our environment and wildlife.

To enable Nonsuch JMC to manage and regulate the number of commercial dog walkers who operate in the park.

To ensure that Nonsuch Park continues to be a space that everyone can enjoy and spend time.

Step 2: Identify the proposed changes to your service

Describe the possible changes your proposal will have on your service. Also outline the possible affect(s) it may have on the **protected characteristics**. Following your initial assessment if it is absolutely obvious that your changes will not have any effect on any of the **protected characteristics**, no further analysis or action is necessary. In this event, you must clearly record how you came to this conclusion.

After the six-week consultation, the change would be to introduce a pilot licencing scheme to regularise commercial dog walkers in Nonsuch Park.

Step 3: Assessment of data and research

Identify what data and research is available to inform the impact of your proposals on service users and / or staff. Where there are data gaps you should include this as an action within your **Community Equality Impact Assessment Action Plan – Step 7**.

At the end of the six-week period the collation of consultation responses will be reported to the Committee

Step 4: Consultation

Identify what relevant consultation could inform your Impact assessment. If you have recent relevant consultation data you could use this. If not, you will have to undertake new consultation, this should be included as an action within your **Community Equality Impact Assessment Action Plan – Step 7**. Make sure the extent of your consultation is in proportion to the proposed change that is being made. Have you consulted the Equalities Forum?

A six-week consultation public consultation exercise including events will be undertaken to gauge public opinion on a proposal to introduce a pilot licencing scheme to regulate commercial dog walking in Nonsuch Park.

Step 5: Impact Assessment

Use the data, research and consultation results to consider the positive and negative impacts of the proposals in respect of the three aims;

- Eliminate unlawful discrimination, harassment and victimisation;
- Advance equality of opportunity; and
- Foster good relations

and the protected characteristics of the Equality Duty. Don't forget to consider staff as well as service users. Please use the template below.

Equality Strand	Positive It could benefit Yes / No	Negative Yes (High / Low) / No	No Impact (Yes / No)	Reason Describe the person you are assessing the impact on, including identifying: details of characteristic (if relevant) e.g. mobility problems / particular religion and why and how they might be negatively or positively affected. Identify risks if negative; identify benefits if positive
Age (e.g. older people, younger people and children)	Yes	LOW	NO	<p>Older people who cannot get out to walk their dog may rely on a commercial dog walker. If a charge was introduced this could increase costs which could have a negative impact due to affordability.</p> <p>Children, in particular those under 5 years old, will have less potential to be harmed or distressed by encountering un-cleared faeces.</p> <p>Accidental trips and interactions from uncontrolled dogs may be reduced.</p>
Disability (long-term health impairment could include mental health problems, asthma, heart conditions, chronic fatigue etc.)	Yes	LOW	NO	<p>Disabled people who cannot get out to walk their dog may rely on a commercial dog walker. If a charge was introduced this could increase costs which could have a negative impact due to affordability.</p> <p>People suffering with phobias or anxiety may feel safer if large groups of dogs were kept on a lead.</p>

Equality Strand	Positive It could benefit Yes / No	Negative Yes (High / Low) / No	No Impact (Yes / No)	Reason Describe the person you are assessing the impact on, including identifying: details of characteristic (if relevant) e.g. mobility problems / particular religion and why and how they might be negatively or positively affected. Identify risks if negative; identify benefits if positive
Gender (male, female)	Yes			<p>Not anticipated at this stage that there are any impacts on this group.</p> <p>Although all park users will benefit from improved dog control and less dog fouling</p>
Race (Minority ethnic communities e.g. colour, ethnic or national origin, nationality. This includes travellers and gypsies)			N/A	<p>Not anticipated at this stage that there are any impacts on this group.</p> <p>Although all park users will benefit from improved dog control and less dog fouling</p>
Religion or belief (Believing faiths/religions e.g. Christians, Hindus, Muslims, people with no faith/religion)			N/A	<p>Not anticipated at this stage that there are any impacts on this group.</p> <p>Although all park users will benefit from improved dog control and less dog fouling</p>
Sexual orientation (heterosexuals, lesbians, gay men and bisexual men or women)			N/A	<p>Not anticipated at this stage that there are any impacts on this group.</p> <p>Although all park users will benefit from improved dog control and less dog fouling</p>
Gender re-assignment (people who intend, are in the process of or have undergone gender reassignment)			N/A	<p>Not anticipated at this stage that there are any impacts on this group.</p> <p>Although all park users will benefit from improved dog control and less dog fouling</p>

Equality Strand	Positive It could benefit Yes / No	Negative Yes (High / Low) / No	No Impact (Yes / No)	Reason Describe the person you are assessing the impact on, including identifying: details of characteristic (if relevant) e.g. mobility problems / particular religion and why and how they might be negatively or positively affected. Identify risks if negative; identify benefits if positive
Marriage and civil partnership – (only in respect of eliminating unlawful discrimination)			N/A	Not anticipated at this stage that there are any impacts on this group. Although all park users will benefit from improved dog control and less dog fouling
Pregnancy and maternity	Yes			Not anticipated at this stage that there are any impacts on this group. Although all park users will benefit from improved dog control and less dog fouling
Non-statutory Group Consideration				
Other equality issues (please state)			N/A	
Socio-economically disadvantaged (e.g. factors such as family background, educational attainment, neighbourhood, employment status)		Low		Modest licence cost to assist small business owners and help to ensure that commercial dog walking remains affordable for those that need it.

Step 6: Decision / Result

Following your analysis, you should make a decision as to whether or not your proposal will negatively or positively impact any protected characteristics. You should take into account all factors such as finance and legal in your decision. Include information about whether stakeholders agree with your findings and proposed response (action plan).

The successful implementation of a pilot commercial licence scheme will depend on the results of the public consultation exercise.

Step 7: Community Equality Impact Assessment Action Plan

Once you have taken all factors into account, you need to create an Action Plan using the template below. These actions should be based on the information and analysis gathered during Steps 1 to 6. It should include any gaps in the data you have identified, and any steps you will be taking to address any negative impacts or remove barriers. You should also identify positive actions. The actions need to be built into your service planning framework. Actions / targets should be SMART, Specific, Measurable, Achievable, Realistic and Time framed.

Issues Identified	Actions Required	Progress Milestones	By When?	Responsible Officer(s)
Small Businesses	To make aware of consultation	At consultation	After consultation date	Ian Dyer

Step 8: Sign off

	Name & Job Title	Signature **	Date
Lead Officer:	Danielle Brown Business Advisor	D Brown	29/01/2024
Validated By: (Head of Service)	Ian Dyer Head of Operational Services	I Dyer	29/01/2024
Approved By: (Equalities Lead)			
Published on website by: (Consultation & Communication team)			

** Please type your name to allow forms to be sent electronically